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Labour Office
Government of Bombay

GENERAL WAGE CENSUS

Part I—Perennial Factories

FOURTH REPORT

Report on Wages, Hours of Work and Conditions of Employment in the Oils, Paints and Soap; Match Manufacturing and other Miscellaneous Industries in the Province of Bombay

May 1934

Prepared by the Labour Office, Government of Bombay

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THE WESTERN INDIA MATCH FACTORY AT AMBERNATH.

PREFATORY NOTE.

This is the fourth of the reports prepared as the result of the General Wage Census covering all perennial factories in the Province of Bombay undertaken by the Labour Office in 1934. The first report covered all persons in all occupations in the 221 perennial factories in the Province which were classified under the Engineering Industry and it also included all workpeople in Engineering occupations and in occupations common to all factories who came from the remaining 488 non-Engineering perennial factories covered by the General Wage Census in the Province of Bombay. The second report covered the Printing Industry and included printing presses proper: photo zinco, fine art and litho presses, type foundries and factories connected with developing films, making gramophone records and developing and finishing photographs, because all such factories had occupations which were commonly to be found in printing presses. The third report covered the Textile Industry and this was divided into four sections covering cotton, wool, silk and hosiery factories. The present report covers all industries which were not dealt with in the first three reports, namely,

1. Oils, Paints and Soap Industry,
2. Match Manufacturing Industry,
3. Rubber, Crepe and Leather Manufacturing Industry,
4. Refined Sugar Manufacturing Industry,
5. Chemical and Pharmaceutical Industry,
6. Aerated Water Manufacturing Industry,
7. Glass Manufacturing Industry,
8. Tobacco and Cigarette Manufacturing Industry,
9. Flour Milling Industry,
10. Paper Manufacturing Industry,
11. Dairying, Biscuit and Sweet Manufacturing Industry,
12. Tiles Manufacturing Industry,
13. Power Laundries,
14. Distilleries, and
15. Gold and Silver Thread Industry.

The reasons which impelled the Government of Bombay to undertake this census and the manner in which it was conducted are fully set out in the introduction to the first of the series of these reports which dealt with the Engineering Industry. Briefly it may be stated that the census was conducted on the basis of the muster rolls of every working perennial factory in the Province and the earnings of every worker in those factories formed the data from which tabulations were made. Altogether over seven hundred factories came within the scope of the enquiry. The information was collected on special coloured forms dealing separately with men, women and children; time and piece workers; and monthly, fortnightly or weekly paid workpeople. Two typical forms together with the instructions which were printed at the back of every form have been reproduced in Appendix A at pages 163 to 166 of this report. A great deal of information of a miscellaneous character covering all phases of hours of work, conditions of employment, and the welfare work undertaken in each factory was collected in a special questionnaire a copy of which is reproduced in Appendix B at pages 167 to 173. All the information received in these questionnaires has been incorporated in each of this series of reports.

Perhaps the most difficult of all the various phases of work undertaken by the Labour Office in connexion with the census was the attempt to secure the use, by all units, of the correct terms for designating different occupations. The experience of an enquiry undertaken by the Labour Office in 1926 into wages in selected cotton textile mills in the Cities of Bombay, Ahmedabad and Sholapur had shown that many units, particularly in Ahmedabad and in the Districts, adopted a variety of vernacular and local names for different occupations; and over a thousand different terms had been used for designating about a hundred and fifty odd occupations. It was necessary therefore to draw up standard lists of occupations for each industry with the assistance of technical experts in the industries concerned. Outside the occupations peculiar to each industry, there are, in all factories occupations which are common to all, particularly those concerned with what may be called the engineering side of factory organisation. Instead of repeating all such common occupations in the lists for the different industries, they were included once for all in the list for the Engineering and Metal Trades, etc. Those sections of the standard lists of occupations which relate to the Engineering

Industry and the industries covered by the present report, together with a copy of the notes and instructions on the use of these lists, are reproduced in Appendix C at pages 174 to 183 of this report.

For the purposes of the census, the Province was divided into ten areas. These were the Cities of Bombay, Ahmedabad and Sholapur; the Bombay Suburban, Thana, Kolaba and Ratnagiri districts; Surat and Broach districts; Panch Mahals, Kaira and Ahmedabad (excluding Ahmedabad City) districts; East and West Khandesh districts; Poona, Nasik and Ahmednagar districts; Sholapur (excluding Sholapur City) and Satara districts; and the Belgaum, Bijapur, Dharwar and Kanara districts. Not all these areas, however, contain units of every industry coming within the scope of the census, but the engineering and the textile cotton industries had one or more units in each of the ten census areas.

As regards field work, the same method was followed in the case of the establishments covered by the present report as in the engineering, textile, and printing industries: namely, one or more visits to every factory, by Mr. N. A. Meherban, M.B.E., Assistant Commissioner of Labour, and Mr. R. G. Gokhale, Statistical Superintendent of the Labour Office, now Labour Officer to the Millowners' Association, Bombay, in order to explain the idea of the census and to explain to factory clerical staffs the methods to be used in making the required returns and, later, to ensure the correct filling up of the forms. As far as the latter part of the work was concerned, Mr. A. S. Iyengar, Labour Officer at Ahmedabad, was responsible for the accuracy of the returns from all factories in Ahmedabad City.

The staffs at all factories were unsparing in their efforts to give the staff of the Labour Office all the assistance and the help which were required and we are deeply indebted to them for their kind co-operation. Our special thanks, however, are due to the timekeepers and clerical staffs of all factories for the care and attention they gave to the filling up of the forms and the readiness with which they responded to our many demands upon their time and patience.

J. F. GENNINGS,
Commissioner of Labour.

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SECTION I.

Oils, Paints and Soap Industry.

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WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE OILS, PAINTS AND SOAP INDUSTRY.

As far as the number of units covered by the General Wage Census in the Province of Bombay is concerned, the industry which comes next in importance to the Textile (Cotton), the Engineering and the Printing Industries is that comprising Oils, Paints and Soaps. There were 49 perennial factories in this industrial group working in the Province of Bombay in 1934. The basis of all kinds of paints and soaps is some kind of vegetable oil and many large vegetable oil factories have subsidiary departments for the manufacture of paints or soaps or both. On the other hand, many paint and soap factories do not manufacture oil; but, industrially, these three types of factories are inseparable and they have therefore been grouped together. The oils which are most commonly manufactred are ground-nut oil, castor oil and gingelly oil. The greatest point of concentration is the East and West Khandesh area which had 21 factories in all, mostly engaged in the manufacture of oil from ground-nut which is largely grown in these districts. The thirteen units in Bombay City were more heterogeneous made up of soap factories, paint works and oil presses or a combination of two or more.

Labour in the Industry.

The total number of workpeople employed in this industry, according to the figures returned in the *General Questionnaire*, was 3,169 in May 1934. Of these, 2,557 were men and 612 were women. No children were employed by any unit in this group. The distribution of factories and the number of workers employed in the different territorial areas into which the Province was divided for the purposes of the Census was as follows :—

Distribution of 49 oils, paints and soap factories and numbers employed by sex groups and areas.

Areas.	Number of factories.	Number of workers employed.			
		Men.	Women.	Total.	Percentage to total.
Bombay City	13	1,176	87	1,263	39·86
Bombay Suburban, Thana, Kolaba and Ratnagiri ..	1	15	..	15	0·47
Ahmedabad City ..	3	123	1	124	3·91
Ahmedabad, Kaira and Panch Mahals ..	5	181	4	185	5·84
Broach and Surat ..	1	77	5	82	2·59
East and West Khandesh ..	21	739	420	1,159	36·57
Poona, Nasik and Ahmednagar	1	23	6	29	0·92
Sholapur City	..	..	..	..	..
Sholapur and Satara ..	..	..	..	..	..
Belgaum, Bijapur, Dharwar and Kanara	4	223	89	312	9·84
Whole Province ..	49	2,557	612	3,169	100·00

The total number of workpeople for whom information regarding earnings and attendance was received in the wages forms was 3,103 of whom 2,490 were men and 613 were women. The following table gives the distribution of these workers according to whether they were "process" workers or workers in engineering occupations and in occupations common to all factories.

Distribution of operatives in the oils, paints and soap industry according as they were "process" workers or workers in engineering and "common." occupations.

Areas*	Number of workers in					
	Process occupations			Engineering and "common" occupations.		
	Men.	Women.	Total.	Men.	Women.	Total.
Bombay City ..	825	73	898	321	17	338
Bombay Suburban, Thana, Kolaba and Ratnagiri ..	14	..	14	1	..	1
Ahmedabad City ..	82	1	83	43	..	43
Ahmedabad, Kaira and Panch Mahals ..	141	4	145	44	..	44
Broach and Surat ..	47	5	52	27	..	27
East and West Khandesh.	568	417	985	139	1	140
Poona, Nasik and Ahmednagar	18	6	24	5	..	5
Belgaum, Bijapur, Dharwar and Kanara ..	155	89	244	60	..	60
Whole Province ..	1,850	595	2,445	640	18	658

*Sholapur City and Sholapur and Satara areas have been omitted as there are no oils, paints and soap factories in these areas. They will also be omitted in all future tables.

It will be noticed that oil factories in the East and West Khandesh and in the Belgaum, Bijapur, Dharwar and Kanara areas give employment to comparatively large numbers of women. These are mainly engaged in cleaning decorticated seed and in inter-departmental transport.

In most factories the labour employed is largely unskilled and easily recruited. Twenty-three units reported that all labour was recruited at the gates. In fifteen cases recruitment was effected through muccadams or clerks and in the remaining eleven cases through the workers themselves. Many factories in the two Khandesh Districts reported that labour in the area is very erratic. Workers generally come in from the surrounding villages, put in a week or two and leave after receiving their wages. Consequently the figures for both permanent labour turnover and temporary substitution in place of casual absentees are very large. The number of substitutes appointed during the census month amounted to 651 or more than 20 per cent. of the total labour force

employed in the industry. Ninety-nine persons were struck off the rolls of 28 out of 49 concerns and the percentage of labour turnover works out at 3 per month or 36 per annum.

The occupational distribution of process workers in the oils, paints and soap industry will be found in table No. 1 at the end of this Section.

Conditions of Employment : Principles of Wage Fixation.

Except in the case of a few concerns in Bombay City where wage rates remain fairly steady, wages in concerns in the districts largely depend on the demand for and the supply of the type of labour required and also on seasonal fluctuations in wage rates both in agriculture and in seasonal factories such as cotton gins and presses. Except for nine concerns in this industry in Bombay City which reported that they had " fixed " rates of wages, the remaining forty stated that rates depended on personal ability, demand and supply, seasonal fluctuations, etc.

Except in the case of one unit which gave Rs. 3 per month as a dearness of food allowance to watchmen and peons all concerns in this industry had consolidated rates of wages. No good attendance bonuses were paid but two concerns in Bombay gave efficiency bonuses and one concern gave special prizes for cleanliness. In one of the two concerns girls in the packing department received one anna more per ton packed in excess of the daily minimum and the firm stated that girls who attended throughout the month received up to Rs. 3-12-0 or more per month from this bonus.

Overtime.

It is a general practice in almost all concerns in this industry for engine staffs and departmental women workers to attend on holidays for purposes of cleaning up. Monthly paid workers receive pay for the holidays on which they attend but nothing extra and they lose their pay for Sundays and holidays if they do not attend. Daily rated workers receive an extra day's wages for a half day's work on Sundays. Apart from cleaning up work on holidays thirty-seven concerns reported that no overtime was worked during the census month. In the twelve concerns where overtime was worked it was paid for on the basis of the ordinary daily rates in eleven cases and at a time and a quarter in one case.

Pay Periods.

Twenty-one concerns wholly and twenty-four partly observed the month as the pay period for a total number of 1,828 workers or 57·68 per cent. of the total number employed in this industry. Except in three cases, the English Calendar month was adopted as the basis of payment. In one case it was the Hindu month, in another attendance was recorded according to the English Calendar month but payment was made for the Hindu month ; and in the third case " book months " of alternating periods of four and five weeks each were observed. Wage periods of five weeks are now illegal under the Payment of Wages Act, 1936, section 4 (2) of which prescribes that " no

wage period shall exceed one month". Eight hundred and seventy-three or 47·7 per cent. of monthly paid workers received their wages within ten days of the end of the month for which they fell due; 672 or nearly 37 per cent. had to wait for ten to fifteen days and the remaining 283 for longer periods. Three units wholly and one partly paid wages bi-monthly and three units wholly and 23 partly paid wages weekly. In the former case, the workers concerned had to wait seven days for payment whilst weekly paid workers generally received their wages on the day following the close of the week. One concern reported that the salary accounts of its clerks were made up annually at *Diwali* but that advances were given as required. As far as the question of advances against earned wages is concerned, fifteen concerns reported that no advances were given. Nine concerns gave advances only to monthly rated workers and the remaining units to all workers who required them. No interest was charged in any case.

Methods of Wage Calculation.

Devices similar to those found in the engineering, printing and textile industries to deprive a time-rated worker of a hypothetical pay for Sundays and holidays were to be found in the oils, paints and soap industry as well. Many units reported that monthly rated workmen lost their pay for Sundays and holidays if they did not attend on these days for cleaning up work and in the case of monthly rated workmen who were not required to so attend, wages, in twenty-seven cases, were calculated on the basis of all the days in the month and the wages due for Sundays were forfeited if a worker was absent either on the preceding Saturday, the following Monday or on both. Only five concerns calculated wages from monthly rates on the basis of working days in the month concerned and in two cases monthly rates were for 26 days.

Discipline.

Only one concern in Bombay City reported that it had framed rules of conduct for its operatives. These were printed on the back of the time cards. The remaining forty-eight concerns in the industry had no rules. Fining was only resorted to in three concerns but during the census month only one worker was fined one rupee. One concern in Bombay City reported that "no fines are inflicted because fines are not a means of getting the best out of employees." As far as unauthorised absence and late attendance are concerned, most units followed the principle of giving pay for work and making *pro rata* deductions for time lost except where absence and lateness were habitual and in such cases the workers concerned were dismissed.

Superannuation Benefits and Financial Aid.

No unit in the oils, paints and soap industry had any schemes for provident funds, pensions and retirement gratuities or for co-operative credit societies.

Shifts, Hours of Work and Leave.

Thirty-one units in this industry worked one shift, fifteen two shifts and three three shifts per day during the census month. In twelve of the fifteen concerns which worked double shifts of twelve hours each, there was a multiple shift system with rest intervals of two hours each which were given by turns. The hours of work for the different shifts in the concerns working three 8-hour shifts per day were from 7 a.m. to 3 p.m., 3 p.m. to 11 p.m. and 11 p.m. to 7 a.m. respectively. The following table sets out the frequency of weekly hours of work :—

Frequency of Weekly Hours of Work in the Oils, Paints and Soap Industry.

Weekly Hours.	Number of units.	Number of workers.	Percentage to total number of workers.
48	3	216	6·82
50	1	165	5·21
51	1	157	4·95
54	5	267	8·42
57	4	172	5·43
60	36	1,948	61·47
Imperfectly specified and no information ..	2	244	7·70

The majority or more than 60 per cent. of all workers employed in the industry had a 10-hour day or a 60-hour week. Quite a number of factories, however, worked a 9-or a 9½-hour day or a 54-or a 57-hour week. The statistics with regard to the 48-hour week related to the three factories working three shifts of eight hours each. Twenty-seven units gave a rest interval of one hour, one unit each 1½ and 1¾ hours respectively and twenty units gave rest intervals of two hours. Twenty-five concerns observed Sunday as the weekly holiday, nine Tuesday, four Thursday, one Friday and ten Saturday.

Five concerns in this industry granted leave with pay for varying periods to monthly paid workers and one concern gave twenty days privilege leave and two weeks' casual leave with pay to all workers. In the former case the periods of leave with pay were : fifteen days in a year, two cases ; fourteen days, one case ; and three days for each month of service, two cases. The remaining forty-three concerns gave no leave with pay.

Welfare Work.

Housing and Rest and Tiffin Rooms.

Twenty-two out of the forty-nine concerns in the industry provided no housing of any kind for their workers. Nine concerns gave rent-free quarters only to watchmen. Eighteen concerns provided 231 tenements in all, of which 25, provided by two concerns, were let at a rental of Re. 1 per month per tenement. One of these two concerns reported that although free grinding of corn was given, the Company's tenements were seldom occupied. The remaining 206 tenements were given free of rent. Two concerns, with 18 tenements, gave free fuel and kerosene and these additional perquisites were valued at Rs. 3 per month per head in one case and Rs. 2 in the other. The Hindustan Vanaspati Manufacturing Company in Bombay has provided separate rest rooms for different grades of labour and for men and women and each worker is given a locker for his own use. Special shower baths are also provided and arrangements have been made for the supply of tea and light refreshments. Five other concerns provided tiffin rooms and one of these had a tea stall in addition. The remaining forty-three concerns made no provision for rest or tiffin rooms.

Medical Aid.

The Elephant Oil Mills in Bombay City was the only unit in this industry which had provided a dispensary with a part-time compounder. A qualified doctor attended at the factory twice a week and all medical treatment was free. The Hindustan Vanaspati Manufacturing Company and Messrs. Goodlass (India) Ltd. had made arrangements for all workers to be examined periodically as to their physical fitness by a qualified doctor and in the latter case special care is taken in the examination of white lead process workers for any possible lead poisoning and for reports of cases to be sent to the Chief Inspector of Factories. Twenty-eight factories reported that first-aid requisites were maintained. The remaining eighteen factories had made no provisions for medical aid of any kind.

No unit in this industry had provided any facilities for the recreation or education of their workers or of their children.

Rates of Wages, Earnings and Attendance.

As has already been pointed out in an earlier paragraph rates of wages in the oils, paints and soap industry, especially in the Districts, largely depend on seasonal fluctuations and on the demand and supply of the type of labour required. Wage rates in such concerns are therefore periodically changing. Moreover, very few of the concerns outside Bombay City had maintained any of their old musters and records and they were consequently not in a position to furnish any useful data with regard to changes in rates except from personal recollection. Three concerns reported that the levels of wages prevalent in the census year

were 40 per cent. lower than in 1923, 1926 and 1927 respectively. Two concerns reported that rates in 1934 were 25 per cent. lower than in 1930 and in 1931 and two other concerns stated that wages were 20 per cent. lower in comparison with 1925. Among concerns in Bombay City where rates continue to be "fixed" for certain periods of time, one concern reported cuts ranging from 10 to 20 per cent. in 1933 and three other concerns reported general cuts of 15 per cent. in 1934. As far as increases in wage rates are concerned, one unit in Bombay City reported that rates of wages in 1934 were 15 per cent. higher than in 1927 and another unit in the Districts stated that wage levels were 25 to 50 per cent. higher than in the pre-war year. The Hindustan Vanaspati Manufacturing Company, which was started in 1932, reported that its rates of wages were pitched slightly lower than the generally prevalent rates for similar work in other factories in Bombay City as it was their intention to raise them gradually as the workers concerned gained experience. This factory stated that its rates of wages had increased from 30 to 50 per cent. in two years. The remaining concerns were unable to give any information on the subject of movements in wage rates.

The occupations in oil pressing factories vary both according to the type of machinery used and the kind of seed from which oil is extracted. As far as machinery is concerned, the two main types are the hydraulic and the rotary. The seed varies between ground nut, castor and gingelly. The heavier hydraulic machines are mostly used in the manufacture of castor oil and rotary machines are used for the extraction of groundnut oil. Numerically, the most important occupations in this industry group are decorticating machinemen, expeller attendants, hydraulic press attendants, rotary men and filtermen, among occupations requiring a certain amount of experience and skill, and unskilled labourers or coolies. In concerns where the crude oil is clarified or refined for edible use as substitutes for ghee, butter or fat, special plant is used and the workers who are employed on such machinery are called oil refinery plant operators and attendants. The main occupations in the manufacture of soap are kettle attendants; soap moulders, driers and stampers; and cutting, milling and plodding machinemen. The following table gives, in a comparative form, the average daily earnings in some of the numerically more important occupations in oil factories which are to be found in most of the ten areas into which the Province of Bombay was divided for the purposes of the Census. The figures in brackets show the number of workers concerned in each case.

Average Daily Earnings in some Occupations in Oil Mills.

Areas.	Average daily earnings of					
	Decorticating Machinemen.	Expeller Attendants.	Hydraulic Press Attendants.	Rotarymen.	Unskilled labourers.	
					Men.	Women.
	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City ..	0 13 3 (3)	0 14 5 (67)	0 12 7 (44)	0 15 4 (28)	0 14 9 (368)	0 8 4 (63)
Ahmedabad City.	1 4 7 (2)	1 3 0 (1)	1 1 0 (16)	..	0 12 0 (26)	0 9 0 (1)
Ahmedabad, Kaira and Panch-Mahals.	0 7 5 (8)	0 9 0 (28)	0 10 0 (25)	0 8 5 (5)	0 7 4 (45)	0 9 0 (4)
Broach and Surat.	..	..	0 11 11 (17)	..	0 9 10 (24)	0 5 2 (5)
East and West Khandesh.	0 5 7 (39)	0 11 5 (17)	0 12 5 (5)	0 7 3 (165)	0 6 6 (321)	0 3 11 (62)
Poona, Nasik and Ahmednagar.	0 5 6 (2)	0 6 5 (2)	..	..	0 6 0 (12)	0 3 0 (6)
Belgaum, Bijapur, Dharwar and Kanara.	0 8 5 (5)	0 9 10 (10)	..	..	0 6 1 (133)	0 3 10 (70)
Whole Province ..	0 7 5 (59)	0 12 8 (125)	0 12 8 (107)	0 9 1 (198)	0 11 0 (929)	0 5 10 (211)

It will be noticed that male unskilled labourers in Bombay earn more than men in most of the other more skilled process occupations. This is due to the fact that work in connexion with internal transport in factories in this industry group is of a more arduous character than in

other factories and that consequently the men concerned demand higher rates of wages. The average daily earnings in the skilled occupations detailed are higher in Ahmedabad City than in Bombay. As in the case of the other industries so far studied, wages in the districts in the Southern Maratha Country are the lowest in the Province. The best paid groups in oil factories are expeller attendants and hydraulic press attendants and both these averaged 12 annas 8 pies per day for the Province taken as a whole. The earnings of women coolies ranged from 3 annas per day in the Poona, Nasik and Ahmednagar Districts to 9 annas per day, or three times as much, in Ahmedabad City and in the Ahmedabad, Kaira and Panch Mahals area. The figures of average earnings in other occupations in the industry group under study do not call for any special comment and full particulars regarding them will be found in the main tables.

The general averages of daily earnings of process workers, workers in engineering and common occupations and in all occupations in the oils, paints and soap industry are set out in the following three tables.

TABLE A.

General Averages of Daily Earnings of Process Operatives in the Oils, Paints and Soap Industry.

Areas.	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 1 2	0 8 3	1 0 5
	(825)	(73)	(898)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 9 7	....	0 9 7
	(14)		(14)
Ahmedabad City	0 14 10	0 9 0	0 14 9
	(82)	(1)	(83)
Ahmedabad, Kaira and Panch Mahals ..	0 8 7	0 9 0	0 8 7
	(141)	(4)	(145)
Broach and Surat	0 11 1	0 5 2	0 10 7
	(47)	(5)	(52)
East and West Khandesh	0 7 1	0 3 9	0 5 8
	(568)	(417)	(985)
Poona, Nasik and Ahmednagar	0 6 0	0 3 0	0 5 7
	(18)	(6)	(24)
Belgaum, Bijapur, Dharwar and Kanara ..	0 6 7	0 3 10	0 5 8
	(155)	(89)	(244)
Whole Province ..	0 13 2	0 4 9	0 11 7
	(1,850)	(595)	(2,445)

TABLE B.

General Averages of Daily Earnings in Engineering and "common" Occupations in the Oils, Paints and Soap Industry.

Areas.	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 7 0	1 1 8	1 6 9
	(321)	(17)	(338)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 8 11	....	0 8 11
	(1)		(1)
Ahmedabad City	1 2 3	....	1 2 3
	(43)		(43)
Ahmedabad, Kaira and Panch Mahals ..	0 15 6	....	0 15 6
	(44)		(44)
Broach and Surat	0 14 4	....	0 14 4
	(27)		(27)
East and West Khandesh	0 11 0	0 2 4	0 11 0
	(139)	(1)	(140)
Poona, Nasik and Ahmednagar	0 12 2	....	0 12 2
	(5)		(5)
Belgaum, Bijapur, Dharwar and Kanara ..	0 10 0	....	0 10 0
	(60)		(60)
Whole Province ..	1 1 9	1 0 7	1 1 8
	(640)	(18)	(658)

General Averages of Daily Earnings in all Occupations in the Oils, Paints and Soap Industry.

Areas.	Average daily earnings.		
	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 2 10 (1,146)	0 10 1 (90)	1 2 2 (1,236)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 9 7 (15)	....	0 9 7 (15)
Ahmedabad City	1 0 1 (125)	0 9 0 (1)	1 0 0 (126)
Ahmedabad, Kaira and Panch Mahals ..	0 10 4 (185)	0 9 0 (4)	0 10 4 (189)
Broach and Surat	0 12 4 (74)	0 5 2 (5)	0 11 11 (79)
East and West Khandesh	0 8 3 (707)	0 3 9 (418)	0 6 9 (1,125)
Poona, Nasik and Ahmednagar	0 7 8 (23)	0 3 0 (6)	0 7 2 (29)
Belgaum, Bijapur, Dharwar and Kanara ..	0 8 2 (215)	0 3 10 (89)	0 7 3 (304)
Whole Province ..	0 14 7 (2,490)	0 5 4 (613)	0 13 3 (3,103)

The wide variations in rates as between area and area which have been commented upon in the general wage census reports dealing with the engineering, the textile and the printing industries are to be found in the oils, paints and soap industry as well and are brought out in a striking manner in the figures of general averages of daily earnings given in the above table. It will be observed that the differences in the earnings of men and women are extremely striking, all men in the industry in the Presidency averaging 14 annas 7 pies per day and all women only 5 annas 4 pies per day.

The following table sets out the general averages of percentage attendance in this industry :—

General Averages of Percentage Attendance in the Oils, Paints and Soap Industry.

Areas.	Average percentage attendance for		
	Men.	Women.	All adult operatives.
Bombay City	88·5	89·2	88·6
Bombay Suburban, Thana, Kolaba and Ratnagiri.	95·8	....	95·8
Ahmedabad City	91·9	100·0	91·9
Ahmedabad, Kaira and Panch Mahals ..	81·7	100·0	82·0
Broach and Surat	92·3	73·3	91·1
East and West Khandesh	77·6	69·0	74·6
Poona, Nasik and Ahmednagar	82·9	37·7	73·6
Belgaum, Bijapur, Dharwar and Kanara ..	78·4	71·6	76·9
Whole Province ..	84·9	73·1	82·9

Absenteeism is very high in the oils, paints and soap industry especially in the East and West Khandesh where it amounted to 22·4 per cent. for men and 31 per cent. for women. The figure of percentage absenteeism for all operatives in the industry is 17·1.

TABLE No. I.

Occupational Distribution of Process Workers in the Oils, Paints and Soap Industry.

Occupation.	Number of workers.	Occupation.	Number of workers.
Supervisors	10	Filtermen	69
Assistant Supervisors ..	12	Varnish Kettle Attendants ..	5
Groundnut and Seed Cleaners—Women ..	381	Oil Refinery Plant Operators	15
Decorticating Machinemen—Men ..	59	Oil Refinery Plant Attendants	13
Women ..	3	Soap Kettle Attendants ..	21
Kettle Attendants ..	16	Soap Moulders	30
Rotary Men	198	Cutting Machine Attendants	33
Expeller Attendants ..	125	Soap Driers	25
Keymen	7	Milling Machinemen ..	16
Hydraulic Press Attendants	107	Plodding Machinemen ..	9
Moulding Machinemen ..	14	Soap Stampers	40
Mould Cutters	8	Chipping Machine Attendants	1
Edge Runner Attendants ..	13	Powder Mixers and Sievers..	8
Rollermen	44	Coolies—Men	929
Oil Boilermen	23	,, —Women ..	211

TABLE No. II.

Average Earnings and Attendance in the Oils, Paints and Soap Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Supervisors	T	10	91·9	7 9 3	188 0 0
Assistant Supervisors	T	12	94·2	2 7 7	64 1 7
Groundnut and seed cleaners—Women	T	10	91·9	0 7 8	11 13 6
Decorticating Machinemen ..	T	3	79·0	0 13 3	17 10 8
Kettle Attendants	T	8	82·9	0 13 1	18 4 9
Rotary Men	T	28	91·7	0 15 4	23 11 7
Expeller Attendants	T	67	90·4	0 14 5	21 15 11
Hydraulic Press Attendants ..	T	44	80·8	0 12 7	17 2 0
Edge Runner Attendants ..	T	5	99·3	0 15 7	26 2 0
Rollermen	T	28	90·3	1 1 5	26 9 0
Oil Boilermen	T	9	88·9	1 1 1	25 10 4
Filtermen	T	45	89·4	0 15 0	21 15 9
Varnish Kettle Attendants ..	T	5	85·9	1 1 11	25 15 10
Oil Refinery Plant Operators ..	T	15	82·4	2 8 5	52 0 5
Oil Refinery Plant Attendants ..	T	13	92·7	1 14 3	46 2 6
Soap Kettle Attendants	T	20	97·0	1 3 0	31 1 8
Soap Moulders	T	27	91·5	1 0 5	25 5 1
Cutting Machine Attendants ..	T	29	91·8	0 12 10	19 15 0
Soap Driers	T	25	99·6	0 14 11	25 1 11
Milling Machinemen	T	15	95·8	0 15 5	24 15 7
Plodding Machinemen	T	7	90·5	0 13 7	20 11 4
Soap Stampers	T	35	96·1	0 12 1	19 8 9
Powder Mixers and Sievers ..	T	7	81·5	0 13 9	18 14 10
Coolies—Men	T	368	85·3	0 14 9	21 1 7
,, —Women	T	63	87·3	0 8 4	12 3 11
Workers in Occupations Common to All Factories.					
Steam Engine Drivers	T	1	100·0	3 2 4	85 0 0
Oil ,, ,, ...	T	1	100·0	3 0 0	81 0 0
Boiler Attendants—1st Class ..	T	3	98·8	2 12 0	73 5 10
,, ,, 2nd Class ..	T	13	98·0	1 15 6	53 0 1
Firemen	T	8	99·1	1 1 10	29 6 9
Pumpmen	T	2	87·0	1 1 6	25 12 0
Air Compressor Operators ..	T	3	100·0	2 5 4	56 0 0
Cooling and Refrigeration Plant Attendants	T	3	93·1	2 1 3	46 6 8
Oilmen	T	5	97·0	1 2 9	30 11 2
Ropemen	T	1	100·0	1 10 0	43 14 0
Gas Makers	T	7	92·3	2 4 10	50 14 10

TABLE No. II—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Workers in Occupations Common to All Factories—contd.					
Electric Motormen	T	3	100·0	1 11 3	46 0 0
Ordinary Switch Board Attendants ..	T	3	94·3	2 15 5	81 0 11
All-round Electricians	T	2	98·1	3 4 1	86 3 8
Superior Wiremen	T	3	98·8	2 11 2	72 0 0
Ordinary ,, ...	T	1	100·0	1 4 0	33 12 0
Superior Electrical Fitters ..	T	1	91·7	1 15 3	43 0 0
Ordinary Boiler Makers	T	2	100·0	1 12 0	47 4 0
Superior Machinists	T	2	100·0	3 1 4	78 10 0
Drillers	T	1	100·0	2 8 0	60 0 0
Welders	T	2	96·1	2 11 9	67 0 0
Engravers	T	1	37·0	3 0 0	..*
Superior Blacksmiths	T	3	92·3	2 9 10	62 12 10
Ordinary ,, ...	T	1	81·5	1 6 0	30 4 0
Hammermen	T	3	94·9	1 1 7	27 2 8
Solderers	T	6	74·7	1 2 3	23 8 8
Fitter Maistries	T	1	100·0	4 7 1	120 0 0
Special Fitters	T	1	100·0	4 0 0	96 0 0
Superior Fitters	T	23	78·1	2 5 8	49 4 0
Ordinary Fitters	T	22	84·9	1 2 6	26 3 1
Motor and Lorry Drivers ..	T	7	98·0	2 0 8	56 4 7
Motor Cleaners	T	3	96·3	0 15 0	24 5 4
Superior Painters	T	1	100·0	2 0 0	54 0 0
Ordinary Painters	T	9	97·1	1 4 5	33 7 3
Superior Carpenters	T	5	90·3	2 3 7	53 12 2
Ordinary Carpenters	T	7	71·4	1 6 2	26 12 0
Saw Bench Attendants	T	1	92·6	0 9 5	14 11 3
Polishers	T	1	100·0	1 12 0	47 4 0
Ordinary Tailors	T	2	81·5	1 2 5	25 4 6
Masons	T	16	77·6	1 13 5	38 2 3
Mochis	T	1	96·3	1 5 0	34 2 0
Weighers	T	4	92·6	1 15 11	49 13 11
Stencil Cutters	T	1	100·0	2 12 5	75 0 0
Packers, Wrappers and Labellers—					
Men ..	T	80	87·1	0 11 5	16 13 3
,, ,, ,, Women.	T	14	94·6	1 3 6	27 11 9
Ordinary Apprentices	T	2	94·1	0 15 2	22 12 0
Muccadams	T	3	97·5	2 0 7	52 15 1
Mechanics' Assistants	T	20	83·8	1 0 9	23 14 3
Jamadars	T	1	100·0	1 2 1	35 0 0
Watchmen	T	21	96·1	0 15 2	26 10 1
Warehousemen	T	4	100·0	1 8 4	41 0 6
Sweepers—Men	T	4	98·3	0 14 9	25 15 11
,, —Women	T	3	96·6	0 10 9	19 5 4

*Omitted owing to low percentage attendance.

TABLE No. III.

Average Earnings and Attendance in the Oils, Paints and Soap Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Kettle Attendants	T	3	100·0	0 9 8	16 5 4
Soap Moulders	T	2	92·6	0 8 10	13 12 0
Cutting Machine Attendants ..	T	3	95·1	0 8 9	14 1 4
Milling Machinemen ..	T	1	96·3	0 11 6	18 12 0
Plodding Machinemen	T	2	90·7	0 8 5	12 15 0
Soap Stampers	T	2	94·4	0 12 5	19 13 6
Chipping Machine Attendants ..	T	1	100·0	0 8 4	14 0 0
Workers in Occupations common to all Factories.					
Watermen	T	1	100·0	0 8 11	15 0 0

TABLE NO. IV.

Average Earnings and Attendance in the Oils, Paints and Soap Industry in the Ahmedabad City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Decorticating Machinemen ..	T	2	83·3	1 4 7	29 0 0
Expeller Attendants	T	1	100·0	1 3 0	32 0 0
Keymen	T	2	92·6	0 14 6	22 10 6
Hydraulic Press Attendants ..	T	16	90·0	1 1 0	25 12 6
Moulding Machinemen ..	T	14	83·6	1 0 1	22 10 4
Mould Cutters	T	2	96·3	0 12 0	19 8 0
Edge Runner Attendants ..	T	5	91·9	1 0 9	25 14 5
Rollermen	T	4	99·1	0 12 9	21 4 9
Oil Boilermen	T	7	95·8	1 2 0	29 0 3
Filtermen	T	2	33·3	0 7 9	..*
Powder Mixers and Sievers ..	T	1	100·0	0 14 10	25 0 0
Coolies—Men	T	26	94·7	0 12 0	19 3 1
,, Women	T	1	100·0	0 9 0	15 3 0
Workers in Occupations common to all Factories.					
Steam Engine Drivers	T	5	99·3	1 1 1	28 8 11
Boiler Attendants, 1st Class ..	T	1	100·0	2 6 6	65 0 0
Boiler Attendants, 2nd Class ..	T	3	98·8	2 13 8	76 2 8
Firemen	T	5	89·6	1 2 5	27 12 10
Oilmen	T	2	100·0	0 13 8	23 0 0
Superior Blacksmiths	T	1	100·0	2 5 11	64 0 0
Ordinary Blacksmiths	T	1	100·0	1 0 0	27 0 0
Hammermen	T	1	100·0	0 8 0	13 8 0
Superior Fitters	T	1	88·9	2 1 7	50 5 3
Ordinary Fitters	T	2	98·1	1 2 5	30 8 0
Ordinary Painters	T	1	100·0	1 1 2	30 0 0
Muccadams	T	4	88·0	1 8 8	36 10 9
Jamadars	T	1	100·0	1 0 6	32 0 0
Watchmen	T	10	97·1	0 9 10	18 7 2
Lampmen	T	1	100·0	0 4 2	8 0 0
Warehousemen	T	2	55·6	1 2 7	..*
Sweepers—men	T	2	100·0	0 10 7	20 8 0

* Omitted owing to small number of workers and low percentage attendance.

TABLE No. V.

Average Earnings and Attendance in the Oils, Paints and Soap Industry in the Ahmedabad, Kaira and Panch Mahals Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Decorticating Machinemen ..	T	8	52·9	0 7 5	....*
Kettle Attendants	T	4	79·8	0 5 5	7 0 6
Rotary Men	T	5	79·8	0 8 5	....*
Expeller Attendants	T	28	85·2	0 9 0	....*
Keymen	T	4	94·0	0 9 5	....*
Hydraulic Pressmen	T	25	84·2	0 10 0	....*
Mould Cutters	T	4	74·0	0 4 8	5 9 6
Edge Runner Attendants ..	T	3	83·3	0 8 1	....*
Rollermen	T	9	73·9	0 6 6	....*
Oil Boilermen	T	3	100·0	1 7 5	....*
Filtermen	T	3	89·6	0 8 10	....*
Coolies—Men	T	45	81·6	0 7 4	....*
,, Women	T	4	100·0	0 9 0	....*
Workers in Occupations common to all Factories.					
Steam Engine Drivers	T	2	100·0	1 13 8	31 8 0
Oil Engine Drivers	T	3	97·3	1 11 5	41 10 8
Boiler Attendants, 2nd Class ..	T	1	100·0	2 9 7	65 0 0
Boiler Cleaners	T	1	92·9	0 8 7	14 0 0
Firemen	T	4	100·0	0 15 11	21 2 3
Oilmen	T	4	74·8	0 7 9	9 4 6
Superior Machinists	T	1	96·0	2 6 8	58 0 0
Ordinary Blacksmiths	T	2	94·1	1 10 0	39 0 0
Hammermen	T	4	79·4	0 8 7	10 14 6
Tinsmiths	T	1	7·1	1 1 0	....†
Ordinary Fitters	T	3	84·4	1 1 6	23 11 4
Motor and Lorry Drivers ..	T	1	100·0	1 1 9	30 0 0
Muccadams	T	1	100·0	2 10 4	45 0 0
Nawghanies	T	4	68·3	0 8 5	9 5 3
Watchmen	T	7	93·2	0 9 5	14 14 9
Gunny Bag Repairers	T	2	62·9	0 6 0	6 6 6
Sweepers—Men	T	3	72·7	0 6 6	7 8 8

* No monthly averages have been given for these occupations because the pay periods of most of these workers were of less than a month's duration.

† Omitted owing to low percentage attendance.

TABLE NO. VI.

Average Earnings and Attendance in the Oils, Paints and Soap Industry in the Broach and Surat Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Kettle Attendants	T	1	96·2	0 14 9	24 0 0
Keymen	T	1	100·0	0 11 3	19 0 0
Hydraulic Press Attendants ..	T	17	89·5	0 11 11	18 0 8
Filtermen	T	2	100·0	0 8 10	14 14 6
Soap Stampers	T	2	81·5	1 3 1	26 3 0
Coolies—Men	T	24	89·4	0 9 10	14 13 2
„ Women	T	5	73·3	0 5 2	6 6 10
Workers in Occupations common to all Factories.					
Steam Engine Drivers	T	1	96·3	0 14 9	24 0 0
Boiler Attendants, 2nd Class ..	T	1	96·3	2 0 0	52 0 0
Firemen	T	2	96·3	0 13 9	22 4 6
Oilmen	T	3	97·5	0 10 7	17 5 8
Ordinary Blacksmiths	T	1	92·6	1 5 3	33 4 0
Hammermen	T	1	85·2	0 8 9	12 9 0
Tinsmiths	T	1	92·6	1 3 2	30 0 0
Ordinary Fitters	T	1	96·3	1 5 6	35 0 0
Motor and Lorry Drivers ..	T	2	100·0	0 12 7	21 4 0
Motor Cleaners	T	1	92·6	0 6 5	10 0 0
Ordinary Carpenters	T	1	100·0	1 7 8	40 0 0
Mochis	T	1	100·0	1 1 9	30 0 0
Packers, Wrappers and Labellers ..	T	2	100·0	0 11 2	18 14 0
Superior Apprentices	T	4	91·7	0 14 7	22 8 0
Watchmen	T	4	100·0	0 11 10	20 0 0
Sweepers—Men	T	1	100·0	0 10 1	17 0 0

TABLE NO. VII.

Average Earnings and Attendance in the Oils, Paints and Soap Industry in the East and West Khandesh area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Groundnut and Seed Cleaners—Women	T	181	65·6	0 3 8	.. *
,, ,,	P	171	66·6	0 3 8	.. *
Decorticating Machinemen—Men ..	T	39	77·0	0 5 7	.. *
,, —Women ..	T	3	83·3	0 4 0	.. *
Rotary Men	T	165	72·2	0 7 3	.. *
Expeller Attendants	T	17	94·5	0 11 5	.. *
Hydraulic Press Attendants ..	T	5	100·0	0 12 5	.. *
Mould Cutters	T	2	91·7	0 7 7	.. *
Rollermen	T	2	97·9	0 8 0	.. *
Oil Boilermen	T	3	100·0	0 14 7	.. *
Filtermen	T	14	88·6	0 7 9	.. *
Coolies—Men	T	321	68·0	0 6 6	.. *
,, —Women	T	62	80·1	0 3 11	.. *
Workers in Occupations common to all Factories.					
General Maistries	T	1	96·2	1 9 7	40 0 0
Steam Engine Drivers	T	6	100·0	0 13 9	22 5 4
Oil Engine Drivers	T	19	97·0	1 1 1	26 15 10
Boiler Attendants, 1st Class ..	T	2	100·0	2 1 2	55 0 0
,, 2nd Class ..	T	6	86·3	1 2 6	26 12 4
Firemen	T	17	91·5	0 11 0	16 9 2
Oilmen	T	16	97·6	0 7 11	12 13 10
Superior Machinists	T	1	100·0	2 15 2	73 12 0
Ordinary ,, ...	T	2	76·5	0 13 0	15 13 5
Ordinary Blacksmiths	T	2	74·5	1 8 4	28 14 9
Hammermen	T	1	66·7	0 6 0	6 12 0
Ordinary Fitters	T	6	84·8	0 12 8	17 10 9
Motor and Lorry Drivers ..	T	4	99·2	0 11 2	20 11 6
Ordinary Apprentices	T	1	100·0	0 6 2	10 0 0
Muccadams	T	2	77·8	0 12 2	15 15 0
Watchmen	T	34	97·5	0 7 1	13 5 6
Gunny Bag Repairers	T	6	93·8	0 7 6	11 12 2
Watermen	T	4	98·2	0 6 4	10 11 8
Cartmen	T	9	89·5	0 6 8	11 0 9
Sweepers—Women	T	1	100·0	0 2 4	4 8 0

* No monthly averages have been given for these occupations because the pay periods of most of these workers were of less than a month's duration.

TABLE NO. VIII.

Average Earnings and Attendance in the Oils, Paints and Soap Industry in the Poona, Nasik and Ahmednagar area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Decorticating Machinemen ..	T	2	96·3	0 5 6	8 15 6
Expeller Attendants	T	2	100·0	0 6 5	10 14 0
Filtermen	T	2	81·5	0 6 3	8 10 0
Coolies—Men	T	12	71·6	0 6 0	7 3 11
,, —Women	T	6	37·7	0 3 0	.. *
Workers in Occupations common to all Factories.					
Oil Engine Drivers	T	1	100·0	1 2 1	35 0 0
Boiler Attendants, 2nd Class ..	T	1	92·6	0 15 6	24 3 0
Firemen	T	2	100·0	0 8 4	14 0 0
Oilmen	T	1	96·3	0 10 1	16 7 0

* Omitted owing to low percentage attendance.

TABLE NO. IX.

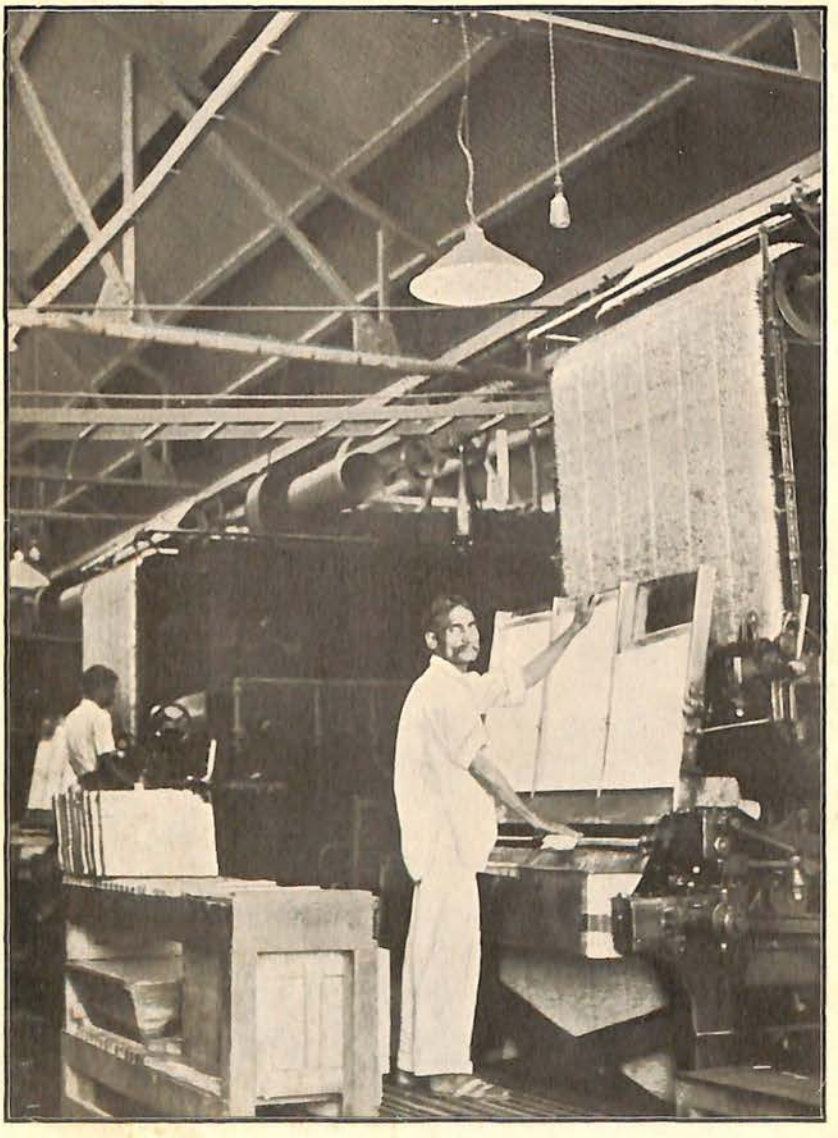
Average Earnings and Attendance in the Oils, Paints and Soap Industry in the Belgaum, Bijapur, Dharwar and Kanara area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Groundnut and Seed Cleaners—Women.	T	19	68·4	0 3 3	.. *
Decorticating Machinemen	T	5	85·7	0 8 5	.. *
Expeller Attendants	T	10	81·3	0 9 10	.. *
Rollermen	T	1	51·9	0 12 7	.. *
Oil Boilermen	T	1	92·6	0 11 6	18 0 0
Filtermen	T	1	71·4	0 7 0	.. *
Soap Kettle Attendants	T	1	48·1	0 5 9	4 11 0
Soap Moulders	T	1	77·8	0 6 0	7 14 0
Cutting Machine Attendants	T	1	55·6	0 4 0	3 12 0
Soap Stampers	T	1	92·6	0 4 0	6 4 0
Coolies—Men	T	133	69·7	0 6 1	.. *
,, Women	T	70	72·0	0 3 10	.. *
Workers in Occupations common to all Factories.					
Steam Engine Drivers	T	3	88·9	0 9 11	14 14 4
Oil Engine Drivers	T	1	100·0	0 14 10	25 0 0
Boiler Attendants, 2nd Class	T	3	93·7	1 7 4	36 0 0
Firemen	T	5	90·4	0 8 9	13 4 7
Oilmen	T	15	81·5	0 6 6	9 4 3
Ordinary Wiremen	T	1	81·5	0 11 0	15 2 0
,, Machinists	T	2	88·9	1 9 0	37 8 8
,, Blacksmiths	T	1	66·7	0 14 0	15 12 0
,, Fitters	T	4	97·2	1 1 8	28 6 0
Motor and Lorry Drivers	T	2	100·0	0 13 2	25 8 0
Ordinary Carpenters	T	3	66·7	0 13 1	14 11 2
Mochis	T	1	100·0	0 14 10	25 0 0
Muccadams	T	4	95·4	0 8 5	13 8 0
Watchmen	T	12	93·8	0 5 11	10 11 5
Cartmen	T	2	88·7	0 6 8	11 6 9
Warehousemen	T	1	85·2	0 6 3	9 0 6

* No monthly averages have been given for these occupations because the pay periods of most of these workers were of less than a month's duration.

SECTION II.

Match Manufacturing Industry.



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CONTINUOUS DEPARTMENT.
Western India Match Factory, Ambernath.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE MATCH MANUFACTURING INDUSTRY.

Labour in the Industry.

The Government of India introduced an excise duty on the manufacture of matches in India with effect from the 1st April 1934. The imposition of this duty involved the fixing of an excise stamp, or a " banderol " as it is technically called, on every single box of matches made. This " banderol " had to be affixed in such a manner as would prevent it from being used again and its application to the box therefore required the introduction of a special process in the manufacture and production of the finished article. Owing to this and other reasons, all match factories in India closed down for varying periods with effect from the date on which the duty was brought into effect, and the General Wage Census for the match manufacturing industry was therefore conducted for the month of March instead of for May 1934 as was done in the case of most other industries.

The match manufacturing industry in the Province of Bombay is concentrated mainly in the Bombay Suburban and in the Thana Districts ; or, in terms of the areas into which the Province of Bombay was divided for the purposes of the General Wage Census, in the Bombay Suburban, Thana, Kolaba and Ratnagiri area. In March 1934, three other areas—the Ahmedabad City, the Broach and Surat and the East and West Khandesh—had only one match factory each employing between the three a total of a little over five hundred workpeople in all as against seven factories employing about five thousand workpeople in the Bombay Suburban, Thana, Kolaba and Ratnagiri area. The following table sets out the figures of the numbers employed by areas and by age and sex groups according to the information furnished in the census forms :—

Distribution of the Match Manufacturing Industry by Numbers Employed.

Areas.	Number of concerns.	Number of workers employed.			
		Men.	Women.	Children.	Total.
Bombay Suburban, Thana, Kolaba and Ratnagiri	7	2,978	2,019	41	4,998
Ahmedabad City	1	102	28	..	130
Broach and Surat	1	67	66	4	137
East and West Khandesh	1	187	61	..	248
Total ..	10	3,294	2,174	45	5,513

Of the total number of 5,513 workpeople employed in the industry, 2,872 men, 2,153 women and 45 children were "process" operatives and 422 men and 21 women were engaged in engineering occupations and in occupations common to all factories. Table No. I at the end of this Section gives the occupational distribution of the "process" workers employed in the match manufacturing industry in the Province of Bombay.

Recruitment and Labour Turnover.

Three large concerns in the Bombay Suburban, Thana, Kolaba and Ratnagiri area reported that all labour was recruited directly by the managers. In the remaining seven cases recruitment was effected either through muccadams or through the workers themselves or at the gates. The total number of workers who left all match factories in March 1934 was 151 which gives a labour turnover of 2·7 per cent. for the month or 32·4 per cent. per annum. The total number of persons who secured substitute employment in temporary vacancies amounted to 81.

CONDITIONS OF EMPLOYMENT.

Principles of Wage Fixation.

Four concerns reported that they did not follow any special principles in fixing rates of wages. One concern was guided by prevalent rates in neighbouring factories for the type of labour required and in another factory rates were varied according to demand and supply. Only two concerns reported that they had fixed rates of wages and in the remaining two concerns the principal criterion in wage fixation was the degree of competence in the individual concerned. In all cases consolidated rates of wages were paid and no bonuses or dearness of food or other allowances were given. In this connexion it is of interest to observe that as the result of a prolonged dispute in the match factory of the Western India Match Company Limited at Ambernath early in the year 1935, the Commissioner of Labour was appointed arbitrator by both the parties to the dispute to fix the rates of wages that should be paid in order to secure the earnings tabled in an agreement arrived at between the parties as the result of the intervention of the Labour Office in the matter. After a comprehensive survey of the figures for individual production in the various processes, the Commissioner of Labour gave an Award fixing the various piece rates which should be paid. These rates were accepted by both the parties concerned and although there have been a few changes of a minor character in some of these rates since then, the award of the Commissioner of Labour is still the basis on which wages are paid.

No overtime was worked in six of the ten factories in this industry in March 1934. In the four concerns where overtime was worked, payment for overtime was made at a time and a quarter in two concerns and on the basis of daily hours in the other two concerns.

Pay and Waiting Periods.

The English calendar month was universally the period of wage payment for all workers employed in engineering occupations and in most occupations common to all factories. As far as "process" workers are concerned three concerns paid wages bi-monthly to a total of 1,960 workers in all and one concern paid wages weekly to 221 workers. In the remaining concerns the pay period was the calendar month for all operatives. Where wages were paid weekly, disbursement was effected on the last day of the week or on the next working day following. In the case of the bi-monthly paid workers, 719 received their wages within six to ten days of the end of the wage period, 1,140 within 11 to 15 days and 101 workers within 16 to 20 days. In the case of the monthly paid workers, 2,097 of the total number of 2,915 workers concerned received payment within six to ten days and 773 within five days of the end of the month. Only one concern reported that no advances were given. One concern gave them in deserving cases only and another gave advances to monthly paid operatives and not to the bi-monthly paid workers.

Discipline.

Only two concerns in this industry had formulated rules of conduct or standing orders for operatives during the census year. In one case, copies of the rules were given individually to all the operatives and in the other the standing orders were posted on the notice board. The remaining eight concerns had no rules but it is significant that seven of these inflicted no fines on any of their workers. In the three concerns where fines were inflicted there were 95 cases of fining in all and the total amount recovered in fines was Rs. 33-13-0 for the month of March 1934. One concern utilised all fines for welfare work and the others appropriated them to the credit of the wages account. Both unauthorised absence and late attendance were dealt with mostly by cutting wages for the time lost. In one case lateness up to half an hour was condoned for four successive offences by the same individual but if the worker concerned was late on a fifth occasion a quarter day's pay was cut for each of the five days for which he was late. Subsequent offences were dealt with more rigorously and by dismissal if necessary.

Superannuation Benefits and Financial Aid.

Only one concern in this industry had a provident fund to which the workers were permitted to contribute. The rate of contribution was 8⅓ per cent. of the workers' wages with an equal contribution put in by the employers. The latter could only be withdrawn, however, after specified periods of service. No concern in this industry had established co-operative societies and no pensions or retirement gratuities were paid.

Shifts, Hours of Work and Leave.

In March 1934, one concern in the match manufacturing industry worked three shifts of eight hours each and another concern worked two shifts of ten hours each. The remaining eight concerns worked one shift. The weekly hours of work were sixty for 3,433 workers, fifty-six for 1,271 workers and 51 for 155 workers. The rest interval in all cases was one of an hour at noon. The weekly holiday was observed on Sundays in eight cases and on Fridays and Saturdays in one case each. One factory gave one month's leave with pay to all members of the subordinate supervisory staff but no holidays with pay to the workers. In all other cases leave was granted without pay.

Welfare Work.

The Western India Match Co. Ltd. at Ambernath stands among the front rank of industrial employers in the Province of Bombay who devote considerable attention to the welfare of their employees outside the factory. During the census year, the company had provided 428 tenements at a cost of nearly three lakhs of rupees and of these 196 were built of brick and the remainder of corrugated iron. All the chawls were provided with piped water from Badlapur. Rents which were reported to be " below economic " ranged from Rs. 4 to Rs. 5-8-0 per month for the brick built tenements and Re. 1 to Rs. 3 per month for the others. Some of the chawls were provided with gardens. As far as medical aid is concerned, the Company maintained a hospital with four beds for in-patients and a dispensary both of which were in charge of a full time doctor, two compounders and two dressing boys. It also had a creche in charge of a trained ayah. With regard to vocational training, the Company contributed a monthly donation of Rs. 75 for the maintenance of a weaving school run by the Ambernath Labour Union. All workers who are desirous of learning alternative occupations are taught weaving at this school. With regard to the children of the workers, the Company has established an elementary school for both boys and girls and all subjects up to the IVth standard are taught. The school is recognised by the Local School Board, and is regularly inspected. The average daily attendance at this school in March 1934 was 90·7. As far as recreation is concerned all sorts of facilities used to be provided and at one time the Company maintained a library, sports grounds, a radio, etc., but later on when it was found that the workers did not avail themselves of the advantages offered, many of these were withdrawn and badminton was the only form of recreation indulged in by the workers during the census year. With regard to rest shelters, canteens and tiffin rooms, the Company had provided two stalls for the workers on a communal basis.

Three other concerns in the match manufacturing industry provided free quarters for their watchmen. Three concerns had made arrangements for attendance at the factory by part time doctors on certain days of the week and in these cases ordinary medicines were supplied free of charge. Four other concerns maintained first aid requisites only. Apart from the information already given no other concern in this industry had made any provision for the housing, recreation or general welfare of its employees.

Rates of Wages, Earnings and Attendance.

With the exception of the Gujarat Islam Match Factory in Ahmedabad which was started in 1895 there appears to have been no case of successful manufacture of matches on a commercial scale in India prior to the year 1921 and most of the existing match manufacturing factories in the Province of Bombay were established after that year. There is consequently no basis of a comparison of wage rates in this industry as between the pre-war and the census years. The Gujarat Islam Match Factory reported that the wages of Muccadams were 75 to 100 per cent. and those of labourers 50 per cent. higher in 1934 as compared with 1914. Four factories reported that wage rates varied with seasonal fluctuations and the demand and supply of the type of labour required for work of a semi-skilled character in adjacent factories. Of the remaining factories, three stated that there were no changes in wages between the dates of their starting (1923, 1929 and 1931) and 1934, one concern reported that wages in the census year were ten per cent. higher than in 1931 and the remaining factory reported a fall of ten per cent. as compared with 1924.

When all the match factories in India stopped working at the end of March 1934 consequent on the adjustments to be effected as the result of the imposition of an excise duty on matches, the Western India Match Co. Ltd. were the only employers in this industry in India who gave their permanent workmen half wages during the period of the stoppage irrespective of whether they could provide them with work or not. The banderols for the excise duty were made available early in July 1934 when sporadic manufacture on a small scale was started by those manufacturers who had managed to clear their stocks of matches. Top production was not reached until October but the Western India Match Company continued paying an unemployment benefit to every one of their permanent workmen who could not be provided with work.

The main process occupations in this industry depend on the extent of the mechanisation of the plants in the individual units. The greatest extent of mechanisation is to be found in the Western India Match Company where almost every process in the manufacture of matches is undertaken by some kind of machine. In certain factories in the Bombay Suburban District mechanical operations are restricted mostly to processes such as veneer peeling, splint cutting and some others which must be done by machine and many of the subsequent processes in connexion with box making, dipping, box filling, labelling and packing

are done by hand. Much of the work in connexion with box making is given out to home workers who call at the factories for supplies of veneer, paper and glue and bring back sacks of inner containers and outer covers. The work is mostly done by women with the assistance of other members of their families on piece rates of wages but owing to the sporadic character of the amount of work done at home and the irregular earnings accruing therefrom these home workers were not included in the census. As a result of factors connected with the extent of mechanisation, the earnings of the workers employed in this industry vary widely. For example, the average daily earnings of 32 box filling machine attendants in the Bombay Suburban, Thana, Kolaba and Ratnagiri area amounted to Rs. 1–15–5 in March 1934 whereas 128 male and 1,545 women hand box fillers earned, on an average, eight annas and seven pies and nine annas and ten pies per day respectively. In almost all cases where machines are employed the operatives engaged on them are divided into principal attendants and helpers. The earnings of the latter are, on an average, about two to three annas per day lower. Tables Nos. II to V which are printed at the end of this section give the average percentage attendance and the average daily and monthly earnings of both process operatives and workers in occupations common to all factories in this industry in the different territorial areas of the Province where match factories are to be found.

The following table gives the general averages of daily earnings in all occupations in this industry :—

General Averages of Daily Earnings in the Match Manufacturing Industry.

Areas.	Average Daily Earnings.		
	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay Suburban, Thana, Kolaba and Ratnagiri.	1 1 2 (2,938)	0 10 2 (2,019)	0 14 5 (4,957)
Ahmedabad City	0 11 11 (102)	0 8 4 (28)	0 11 3 (130)
Broach and Surat	0 11 11 (67)	0 7 0 (66)	0 9 8 (133)
East and West Khandesh	0 7 3 (187)	0 5 3 (61)	0 6 8 (248)
Whole Province	1 0 5 (3,294)	0 9 11 (2,174)	0 13 11 (5,468)

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BOX FILLING DEPARTMENT.

Western India Match Factory, Ambernath.

It will be noticed that the general averages of daily earnings in the East and West Khandesh area for men and for all adult operatives are less than half of those in the Bombay Suburban, Thana, Kolaba and Ratnagiri area. Male operatives in the Broach and Surat area earned the same average wages as those in Ahmedabad City. The comparatively higher earnings in the Bombay Suburban, Thana, Kolaba and Ratnagiri area are due to the inclusion of the highly mechanised plant of the Western India Match Company at Ambernath which is included in this area.

The following table gives the general averages of percentage attendance in this industry :—

General Averages of Percentage Attendance in the Match Manufacturing Industry.

Areas.	General averages of percentage attendance.		
	Men.	Women.	All adult operatives.
	Per cent.	Per cent.	Per cent.
Bombay Suburban, Thana, Kolaba and Ratnagiri.	79·3	76·6	78·2
Ahmedabad City	85·8	74·7	83·4
Broach and Surat	76·5	66·7	71·6
East and West Khandesh	73·4	92·0	74·4
Whole Province ..	79·1	76·6	78·2

Of all the industries so far studied in the General Wage Census, the average percentage absence (100—average percentage attendance) is highest in the match manufacturing industry where it amounted to 21·8 for all adult operatives employed.

TABLE NO. I.

Occupational Distribution of Process Workers in the Match Manufacturing Industry.

Occupation.	No. of workers.
Departmental Foremen ..	10
Boiling Tank Attendants ..	1
Machine Sawyers ..	11
Saw Bench Attendants ..	29
Unbarkers	39
Splint Peeling Machine Attendants	26
Veneer Peeling Machine Attendants	43
Peeling Machine Helpers—Men	88
Peeling Machine Helpers—Women	30
Splint and Vencer Chopping Machine Attendants ..	64
Chopping Machine Helpers ..	20
Veneer Piling Hands ..	16
Splint and Veneer Arrangers—Men	46
Splint and Veneer Arrangers—Women	78
Impregnating Men ..	18
Splint Dryers—Men ..	57
Splint Dryers—Women ..	9
Dyers	15
Sieving Machine Attendants ..	25
Levelling Machine Attendants .	53
Box Making Machine Attendants—Men ..	327
Box Making Machine Attendants—Women ..	1
Box Making Machine Helpers—Men	42
Box Making Machine Helpers—Women	12
Paste Makers—Men ..	7
Paste Makers—Women ..	1
Hand Paper Cutters ..	8
Box Dryer Attendants ..	45
Box Labelling Machine Attendants—Men ..	79
Box Labelling Machine Attendants—Women ..	7
Box Labelling Machine Helpers—Men	127
Box Labelling Machine Helpers—Women	75
Box Labelling Machine Helpers-Children	13
Box Checkers—Men ..	22
Box Checkers—Women ..	54
Continuous Machine Attendants	12
Continuous Machine Helpers ..	13
Compositionmen—Men ..	60
,, —Women ..	1
Frame Filling Machine Attendants	219
Wire Frame Filling Machine Attendants	2
Wire Frame Filling Machine Helpers	6
Wire Machine Cutters ..	2
Dipping Machine Attendants ..	29
Hand Dippers	120
Paraffin Machine Attendants ..	52
Frame Emptying Machine Attendants	56
Stick Turning Machine Attendants	16
Stick Arrangers	14
Cleaning Machine Attendants ..	9
Hand Cleaners—Women ..	9
Box Filling Machine Attendants	32
Box Filling Machine Helpers—Men	7
Box Filling Machine Helpers—Women	32
Hand Box Fillers—Men ..	177
Hand Box Fillers—Women ..	1,676
Hand Box Fillers—Children ..	18
Friction Machine Attendants ..	15
Friction Machine Helpers—Men	56
Friction Machine Helpers—Women	7
Hand Friction Painters ..	6
Packeting Machine Attendants.	9
Packeting Machine Helpers—Women	13
Wrappers, Packers and Labellers—Men ..	282
Wrappers, Packers and Labellers—Women ..	81
Wrappers, Packers and Labellers—Children ..	4
Coolies—Men	460
,, —Women	67
,, —Children	10

TABLE NO. II.

Average Earnings and Attendance in the Match Manufacturing Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Departmental Foreman	T	5	80·6	1 11 1	35 3 10
Machine Sawyers	T	7	77·6	1 4 10	26 5 11
,, ,, ...	P	1	96·2	2 4 7	57 2 6
Saw Bench Attendants	T	22	67·5	0 14 5	15 15 5
,, ,, ,, ...	P	4	89·4	2 4 7	53 1 11
Unbarkers	T	27	67·6	0 12 3	13 5 4
,, ...	P	11	64·0	1 8 11	25 14 1
Splint Peeling Machine Attendants—Men	T	20	66·4	1 1 0	18 4 3
Splint Peeling Machine Attendants—Men	P	4	87·5	2 3 11	51 0 8
Veeneer Peeling Machine Attendants—Men	T	32	73·1	1 2 0	21 5 10
Veneer Peeling Machine Attendants—Men	P	5	96·2	2 11 6	67 14 6
Peeling Machine Helpers—Men ..	T	44	88·3	0 12 4	17 10 4
,, ,, ,, ,, ..	P	30	94·6	1 10 7	40 14 1
,, ,, ,, —Women ..	T	30	26·4	0 11 9	4 13 6
Splint and Veneer Chopping Machine Attendants—Men	T	46	75·8	1 0 5	20 3 2
Splint and Veneer Chopping Machine Attendants—Men	P	10	95·8	1 13 11	46 8 6
Chopping Machine Helpers—Men ..	T	9	83·4	0 8 3	10 15 9
,, ,, ,, ,, ..	P	3	92·3	0 14 9	22 2 9
Veneer Piling Hands—Men ..	T	16	44·4	0 9 5	7 0 10
Splint and Veneer Arrangers—Men ..	T	30	81·4	0 12 5	16 7 1
,, ,, ,, ,, ..	P	12	97·8	1 1 5	27 10 1
,, ,, —Women	T	4	80·8	0 10 7	13 15 1
,, ,, ,, ,, ..	P	74	55·4	0 7 3	6 4 0
Impregnating Men	T	15	70·3	0 12 7	14 4 2
,, ...	P	3	91·0	3 5 1	78 7 8
Splint Dryers—Men	T	36	74·1	0 11 7	13 15 2
,, ,, ,, ...	P	17	79·9	1 2 8	24 3 10
,, ,, —Women	T	6	77·3	0 6 0	7 4 0
Dyers	T	12	75·0	0 10 3	12 13 2
,, ...	P	3	100·0	1 5 10	35 8 1
Sieving Machine Attendants ..	T	24	90·8	0 15 4	22 0 4
Levelling Machine Attendants ..	T	37	83·2	0 12 4	16 10 5
,, ,, ,, ..	P	12	91·7	1 6 10	34 0 1
Box Making Machine Attendants—Men	T	18	72·0	0 15 2	18 2 4
,, ,, ,, ,, ..	P	295	78·1	1 0 5	19 10 1
Box Making Machine Attendants—Women	P	1	42·3	1 2 3	12 9 0
Box Making Machine Helpers—Men ..	T	20	64·4	0 13 8	14 5 0
Box Making Machine Helpers—Women	P	12	69·4	0 8 6	9 15 8
Paste Makers—Men	T	3	98·7	0 13 1	20 10 6
,, ,, ,, ...	P	2	100·0	0 14 8	23 14 5
,, ,, —Women	T	1	88·9	0 7 10	11 12 0

TABLE No. II—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives—contd.				Rs. a. p.	Rs. a. p.
Hand Paper Cutters	T	4	96·0	0 12 6	18 11 0
Box Dryer Attendants	T	40	82·2	0 14 2	18 6 8
,, ,, ,, ...	P	5	78·5	0 13 11	17 12 7
Box Labelling Machine Attendants—Men	T	4	61·1	0 11 0	11 5 11
Box Labelling Machine Attendants—Men	P	62	86·5	1 0 3	22 13 10
Box Labelling Machine Attendants—Women	P	7	98·9	1 4 0	32 1 10
Box Labelling Machine Helpers—Men	T	43	67·3	0 10 1	11 4 9
Box Labelling Machine Helpers—Men	P	81	87·7	0 14 2	20 2 8
Box Labelling Machine Helpers—Women.	P	75	87·7	0 13 9	19 11 5
Box Labelling Machine Helpers—Children	T	13	83·5	0 7 7	10 11 0
Box checkers—Men	T	17	87·2	1 1 7	24 9 0
,, ,, ,, ...	P	4	29·8	0 11 11	5 12 1
,, ,, —Wnmen ..	P	54	87·0	0 12 2	17 2 11
Continuous Machine Attendants ..	P	12	96·8	1 10 3	41 5 0
,, ,, Helpers ..	P	13	74·9	1 5 9	26 7 6
Composition Men	T	31	84·6	1 0 4	22 6 4
,, ,, ...	P	27	82·5	1 7 10	32 10 4
Frame Filling Machine Attendants ..	T	95	86·0	1 3 0	25 8 10
,, ,, ,, ..	P	93	72·0	1 6 3	27 1 3
Wire Frame Filling Machine Attendants	T	2	94·4	0 11 5	18 4 0
Wire Frame Filling Machine Helpers..	T	4	91·7	0 7 3	11 2 9
Wire Machine Cutters	T	2	94·4	0 8 5	13 7 6
Dipping Machine Attendants ..	T	12	78·7	0 14 2	18 13 11
Hand Dippers	T	93	72·2	0 15 7	18 6 0
,, ,, ...	P	8	99·5	1 6 1	34 5 3
Paraffin Machine Attendants ..	T	51	83·6	0 14 10	20 4 7
Frame Emptying Machine Attendants.	T	14	61·4	0 12 7	12 12 4
,, ,, ,, ..	P	28	76·4	1 8 6	30 4 8
Stick Turning Machine Attendants ..	P	16	64·9	0 12 6	13 3 2
Stick Arrangers	T	5	43·7	0 11 6	8 7 8
,, ,, ...	P	9	90·2	1 9 6	37 5 0
Cleaning Machine Attendants ..	T	9	59·9	0 12 1	11 14 6
Hand Cleaners—Women	T	9	89·7	0 7 7	11 8 0
Box Filling Machine Attendants ..	P	32	86·9	1 15 5	44 6 7
,, ,, ,, Helpers—Men ..	P	7	61·0	2 8 9	40 6 9
,, ,, ,, Women..	P	32	89·9	0 12 11	18 14 5
Hand Box Fillers—Men	P	128	75·1	0 8 7	10 14 8
,, ,, Women ..	P	1,545	76·8	0 9 10	12 1 0
,, ,, Children ..	T	18	28·0	0 4 5	.... *
Friction Machine Attendants ..	T	12	97·4	1 2 8	28 12 0
,, ,, Helpers—Men ..	T	39	82·9	0 14 0	18 2 8
,, ,, ,, ,, ..	P	12	98·1	1 1 9	28 5 7
,, ,, ,, Women ..	T	4	96·0	0 11 3	16 13 6
Hand Friction Painters	P	6	96·3	0 15 10	25 11 3

* This figure is omitted owing to low percentage attendance.

TABLE NO. II—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings	Average monthly earnings.
Process Operatives—concld.				Rs. a. p.	Rs. a. p.
Packeting Machine Attendants ..	P	9	96·2	1 6 9	35 9 3
,, ,, Helpers—Women.	P	13	94·4	0 15 10	24 3 6
Wrappers, Packers and Labellers—Men	T	28	85·8	0 11 1	15 12 9
Wrappers, Packers and Labellers—Men	P	248	76·0	0 15 7	19 6 5
Wrappers, Packers and Labellers—Women	P	71	77·7	0 12 2	15 6 3
Coolies—Men	T	336	70·9	0 10 9	12 9 4
,, ,, ...	P	106	79·8	1 1 6	22 10 8
,, Women	T	51	75·2	0 7 11	9 14 0
,, ,, ...	P	9	100·0	0 15 10	25 9 4
,, Children	T	10	81·9	0 4 10	6 11 8
Workers in Occupations common to all Factories.					
General Maistries	T	2	94·4	2 15 3	75 5 0
Steam Engine Drivers	T	2	100·0	2 0 4	52 8 0
Oil ,, ,, ...	T	4	84·9	2 5 4	52 7 6
Boiler Attendants—First Class ..	T	2	100·0	2 13 8	74 4 0
,, ,, —Second Class ..	T	3	98·7	1 7 10	38 3 8
Firemen	T	7	100·0	1 3 0	31 1 0
Oilmen	T	8	87·8	1 0 1	22 10 5
All-Round Electricians	T	1	100·0	3 15 8	103 8 0
Ordinary Wiremen	T	3	100·0	1 10 6	43 0 3
Ordinary Electrical Fitters ..	T	1	96·0	1 8 6	36 12 0
Patternmakers	T	1	100·0	2 12 0	68 12 0
Superior Moulders	T	1	96·0	2 8 0	60 0 0
Chippers	T	1	88·9	1 11 5	41 2 0
Superior Machinists	T	8	90·2	2 13 9	65 12 8
Welders	T	1	100·0	3 4 9	85 11 0
Tool Grinders	T	2	100·0	2 8 1	65 2 3
Superior Blacksmiths	T	2	98·0	2 4 3	56 9 6
Hammermen	T	2	62·7	1 0 4	16 4 11
Tinsmiths	T	4	98·1	2 2 3	54 8 7
Superior Fitters	T	40	93·2	2 7 0	58 12 11
Ordinary Fitters	T	37	89·2	1 5 10	31 9 2
Superior Motor Mechanics ..	T	1	100·0	2 8 0	62 8 0
Motor and Lorry Drivers ..	T	9	100·0	1 15 8	53 14 3
Motor Cleaners	T	7	92·9	0 14 10	22 9 4
Superior Painters	T	1	96·2	2 4 11	57 10 9
Timber Markers	T	1	100·0	1 3 0	30 13 6
Carpenter Maistries	T	1	100·0	5 9 7	140 0 0
Superior Carpenters	T	25	86·9	2 4 4	50 8 9
Ordinary Carpenters	T	18	80·3	1 4 8	27 2 1
,, ,, ..	P	3	44·4	3 4 0	38 15 6
Plumbers	T	3	98·7	2 4 3	58 3 0
Masons	T	13	79·5	2 1 2	42 1 8
Mochis	T	1	100·0	1 11 8	44 15 0

TABLE NO. II—*concld.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Workers in Occupations common to all Factories—concld.				Rs. a. p.	Rs. a. p.
Packers, Wrappers and Labellers ..	T	3	96·3	0 14 6	23 8 0
,, ,, ,, ..	P	10	90·4	1 8 3	35 9 1
Muccadams	T	20	98·1	1 12 6	45 5 10
Naikins	T	5	99·2	0 14 11	23 4 1
Nawghanis	T	11	98·3	0 13 9	21 14 7
,, ...	P	14	67·1	1 4 9	21 12 6
Mechanics' Assistants	T	18	94·2	0 13 6	20 11 4
Jamadars	T	1	100·0	1 2 7	36 0 0
Watchmen	T	31	98·9	0 15 0	28 1 1
Warehousemen	T	7	96·8	0 13 0	21 0 3
Watermen	T	1	28·0	1 4 0	8 12 0
Water-women	T	1	96·3	0 10 0	16 4 0
Sweepers—Men	T	25	77·5	0 11 2	15 14 5
,, —Women	T	15	79·7	0 9 8	14 9 4

Table No. III

Average Earnings and Attendance in the Match Manufacturing Industry in the Ahmedabad City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Departmental Foremen	T	5	90·4	1 0 3	22 15 4
Boiling Tank Attendants ..	T	1	92·0	0 10 0	14 6 0
Machine Sawyers	T	1	96·0	0 14 10	22 4 0
Saw Bench Attendants	T	1	100·0	0 10 0	15 10 0
Unbarkers	T	1	92·0	0 10 0	14 6 0
Splint Peeling Machine Attendants—Men	T	1	96·0	1 1 5	26 2 9
Veneer Peeling Machine Attendants—Men	T	2	86·0	1 0 9	22 7 11
Peeling Machine Helpers—Men ..	T	5	91·2	0 9 10	14 0 0
Splint and Veneer Chopping Machine Attendants—Men	T	3	72·0	0 10 8	11 15 8
Splint Dryers	T	1	100·0	0 11 3	17 9 9
Sieving Machine Attendants ..	T	1	100·0	0 10 5	16 4 0
Box Making Machine Attendants ..	T	8	87·5	0 11 11	16 3 10
Box Making Machine Helpers—Men	T	3	93·3	0 9 3	13 8 8
Box Labelling Machine Attendants ..	T	3	97·3	0 10 0	15 1 8
Box Labelling Machine Helpers—Men	T	3	98·7	0 8 0	12 5 4
Composition Men	T	1	40·0	0 9 0	5 10 0
Frame Filling Machine Attendants ..	T	4	73·0	0 10 0	11 5 3
,, ,, ,, ..	P	7	58·3	1 0 5	14 14 9
Wire Frame Filling Machine Helpers	T	2	98·0	0 8 6	13 0 0
Dipping Machine Attendants ..	T	7	82·9	0 10 1	13 1 3
Paraffin ,, ,, ...	T	1	100·0	0 10 0	15 10 0
Frame Emptying Machine Attendants	T	6	84·7	0 10 0	13 2 10
Hand Box Fillers —Men ..	P	6	81·3	0 12 2	15 6 7
,, ,, ,, Women ..	P	28	74·7	0 8 4	9 12 5
Friction Machine Attendants ..	T	3	96·0	0 9 3	13 13 8
Friction Machine Helpers ..	T	3	93·3	0 10 1	14 10 10
Wrappers, Packers and Labellers—Men	P	6	89·3	0 10 3	14 4 2
Workers in Occupations common to all Factories.					
Boiler Attendants—2nd Class ..	T	1	88·0	1 13 7	40 10 3
Superior Machinists	T	1	44·0	1 13 7	20 5 0
Ordinary Blacksmiths	T	1	96·0	1 3 4	29 0 6
Ordinary Carpenters	T	2	88·0	1 9 11	35 9 3
Mochis	T	1	92·0	1 2 10	27 2 0
Packers, Wrappers and Labellers ..	P	1	68·0	2 1 1	35 2 6
Jamadars	T	1	100·0	0 11 4	22 0 0
Watchmen	T	5	84·5	0 8 1	13 4 0
Warehousemen	T	2	100·0	0 13 1	20 8 5
Sweepers—Men	T	2	100·0	0 8 3	16 0 0

TABLE NO. IV

Average Earnings and Attendance in the Match Manufacturing Industry in the Broach and Surat Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Machine Sawyers	T	1	96·2	0 14 0	21 14 0
Saw Bench Attendants	T	2	100·0	0 10 0	16 4 0
Veneer Peeling Machine Attendants ..	T	2	84·6	0 15 11	21 14 0
Splint and Veneer Chopping Machine Attendants	T	2	94·2	1 3 8	30 1 0
Chopping Machine Helpers ..	T	6	85·3	0 10 3	14 2 7
Levelling Machine Attendants ..	T	2	76·9	0 9 1	11 6 5
Hand Paper Cutters	T	1	100·0	0 9 3	15 0 0
Box Checkers—Men	T	1	100·0	1 0 0	26 0 0
Frame Filling Machine Attendants ..	P	8	60·6	0 14 3	14 0 5
Dipping Machine Attendants ..	T	10	83·8	0 14 4	19 8 3
Frame Emptying Machine Attendants.	T	3	73·1	0 10 0	11 13 7
Hand Box Fillers —Men ..	P	16	71·9	0 10 3	11 14 10
,, ,, ,, Women ..	P	46	65·0	0 6 8	7 0 9
Friction Machine Attendants—Men ..	T	2	84·6	0 13 4	18 4 8
,, ,, ,, —Women	T	3	60·3	0 8 0	7 12 9
Wrappers, Packers and Labellers—Women	P	10	68·5	0 9 1	10 2 4
Wrappers, Packers and Labellers—Children	T	4	94·2	0 3 9	5 11 8
Coolies—Men	T	9	59·8	0 7 11	7 11 2
,, Women	T	7	78·0	0 6 0	7 9 9
Workers in Occupations common to all Factories.					
Ordinary Carpenters	T	1	100·0	1 5 6	35 0 0
Watchmen	T	1	100·0	0 7 9	15 0 0

TABLE NO. V

Average Earnings and Attendance in the Match Manufacturing Industry in the East and West Khandesh Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Machine Sawyers	T	1	100·0	0 9 0	14 10 0
Splint Peeling Machine Attendants—Men	T	1	96·2	0 7 0	10 15 0
Veneer Peeling Machine Attendants—Men	T	2	96·2	0 5 0	7 13 0
Peeling Machine Helpers—Men ..	T	9	63·7	0 5 0	5 2 9
Splint and Veneer Chopping Machine Attendants—Men	T	3	87·2	0 5 5	7 11 0
Chopping Machine Helpers—Men ..	T	2	78·8	0 5 0	6 6 6
Splint and Veneer Arrangers—Men ..	T	4	87·5	0 4 0	5 11 0
Splint Dryers —Men	T	3	78·2	0 5 0	6 5 1
,, ,, Women ..	T	3	71·8	0 4 11	5 11 0
Levelling Machine Attendants ..	T	2	69·0	0 5 0	4 8 6
Box Making Machine Attendants ..	T	6	66·0	0 3 8	3 14 8
Box Making Machine Helpers—Men	T	19	68·0	0 3 4	3 11 2
Paste Makers	T	2	57·7	0 5 0	4 11 0
Hand Paper Cutters	T	1	100·0	0 5 0	8 2 0
,, ,, ,, ...	P	2	100·0	1 3 6	31 11 0
Box Labelling Machine Attendants ..	T	10	86·5	0 3 0	4 4 0
Composition men —Men	T	1	100·0	0 5 0	8 2 0
,, Women	T	1	100·0	0 3 6	5 11 0
Frame Filling Machine Attendants ..	P	12	88·8	0 15 9	22 12 2
Hand Dippers	T	19	94·7	0 5 2	7 14 11
Frame Emptying Machine Attendants.	T	5	92·3	0 5 1	1 8 5*
Hand Box Fillers —Men ..	P	27	43·9	0 4 6	3 2 11
,, ,, ,, Women ..	P	57	93·0	0 5 4	8 0 1
Coolies—Men	T	9	60·3	0 5 0	4 14 0
Workers in occupations Common to all Factories.					
Boiler Attendants—1st Class ..	T	1	100·0	2 3 7	60 0 0
,, ,, 2nd Class ..	T	1	100·0	1 7 8	40 0 0
Firemen	T	1	100·0	0 14 10	25 0 0
Pumpmen	T	1	60·0	1 4 8	3 14 0*
Oilmen	T	10	80·7	0 11 0	15 0 7
Ordinary Blacksmiths	T	1	96·3	1 7 9	38 8 6
Hammermen	T	3	84·0	0 7 9	10 15 6
Ordinary Fitters	T	1	100·0	1 0 0	9 0 0
Ordinary Carpenters	T	3	69·1	0 12 6	14 10 0
Saw Bench Attendants	T	3	79·5	0 8 0	10 5 4
Mochis	T	3	40·7	0 10 7	7 4 6
Weighers	T	8	79·4	0 4 11	1 14 11*
Watchmen	T	8	63·1	0 8 3	9 9 0
Sweepers—Men	T	3	100·0	0 4 0	6 12 0

* The low monthly earnings in these cases was due to "playingoff".

SECTION III.

Rubber, Crepe and Leather Manufacturing Industry.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE RUBBER, CREPE AND LEATHER MANUFACTURING INDUSTRY.

Labour in the Industry.

There are over a score of small tanneries in the Dharavi area of Bombay City but except for the Western India Tanneries none of these were notified as "factories" for the purposes of the Indian Factories Act in 1934 and they were consequently not included in the General Wage Census. There are, similarly, a large number of small tanneries scattered all over the Province which were also not covered by the Census. The total number of rubber, crepe and leather manufacturing concerns which were registered under the Factories Act and which were working in May 1934 was fifteen and the total number of workpeople employed in these factories amounted to 1,146. The distribution of these factories with the numbers employed over the various territorial areas into which the Province of Bombay was divided for the purposes of the Census was as follows :—

Distribution of Rubber, Crepe and Leather Factories and Numbers employed.

Areas.	Number of concerns.	Number of workers employed.			
		Men.	Women.	Total.	Percentage to total.
Bombay City ..	2	370	30	400	34·90
Bombay Suburban, Thana, Kolaba and Ratnagiri.	3	428	17	445	38·83
Ahmedabad City ..	2	53	14	67	5·85
Ahmedabad, Kaira and Panch Mahals.	4	102	8	110	9·60
Broach and Surat ..	2	30	4	34	2·97
Poona, Nasik and Ahmednagar.	1	51	2	53	4·62
Sholapur City ..	1	37	..	37	3·23
Whole Province ..	15	1,071	75	1,146	100·00

The figures in the above table with regard to numbers employed are based on the statistics furnished in the *general questionnaire*. The total number of workers for whom information regarding wages was given in the Census forms also amounted to 1,146 but their distribution over the various areas differed slightly from the figures in the above table. Of these 1,146 workers, 987 men and 72 women were engaged in "process" occupations and 79 men and 8 women were employed in engineering occupations and in occupations common to all factories.

Recruitment in this industry is mostly through muccadams and maistries or through the workers themselves. Five factories reported however, that all new workmen were engaged directly either by the proprietors or by the managers. Thirty-one workers in all were reported, to have given up their jobs in May 1934 which gives a labour turnover of about 2·7 per cent. per month or 32·4 per cent. per annum. Owing to the rather skilled and arduous character of the work, this industry does not lend itself to substitute employment and consequently no *badlis* are appointed in place of absent workers. Table No. I at the end of this Section gives the occupational distribution of the process workers in this industry.

Payment of Wages and Conditions of Employment:

Only three out of the fifteen factories in this industry reported that they had fixed rates of wages. In five cases the rates offered depended on the ability or the capacity of the workmen concerned. The rates of wages in two factories were dependent on the prevalent rates for semi-skilled labour in other factories in the neighbourhood. One factory reported that the amount of wages paid depended on the demand for manufactured goods. In the remaining cases rates were varied according to demand and supply of the type of labour required and other seasonal considerations. In all cases rates of wages were consolidated and no allowances or bonuses of any kind were paid except in the case of one factory which gave small annual bonuses to all workers at *Diwali*. Except for the two concerns in Ahmedabad City which called upon 38 workers to put in 309 hours overtime, no overtime was worked during the Census month in any of the other factories. Payment for the overtime was made at a time and a quarter in one case and at the usual rates in the other. One concern in Bombay City, for process workers, and one concern in Ahmedabad, for all workers, pay wages bi-monthly and one concern in Sholapur City pays wages weekly. In all the other cases the pay period is the month, the Hindu month in one case and the English Calendar month in the remaining cases. In the concern in Bombay City which paid its process workers bi-monthly, the workpeople had to wait 20 days after the end of each pay period for the payment of their wages. The waiting period in the case of one factory in Ahmedabad City was fifteen days. In most of the remaining cases wages were paid within five to ten days of the end of each pay period and one concern actually disbursed wages on the last day of the month. Only four concerns reported that no advances against earned wages were given. In one concern advances were regularly given to all workers every Friday and in the remaining concerns whenever asked for. No interest was charged in any case. In calculating earnings from monthly rates of wages, two concerns made deductions for holidays and five other concerns which included holidays in their calculations paid for them only if a worker had put in both the day preceding and the day succeeding each holiday. In the remaining cases earnings from monthly rates were calculated on the basis of the number of working days in the month.

As far as enforcement of discipline is concerned only one factory had framed conduct rules but five concerns reported that fining was resorted to. One of these five concerns had fixed a limit of one rupee for each fine. In another case fining took the form of marking the worker concerned as absent for a day or half a day as the case might be. One concern utilised fines for the purchase of medicines. Absence from work and late attendance were mostly dealt with by *pro rata* cuts in wages. One concern reported that as long as a worker got through his fixed allotment of work lateness did not matter. The total amount recovered from fines in this industry in May 1934 was Rs. 20–8–0 in 34 cases which gives an incidence of 9 annas 8 pies per fine.

None of the concerns in this industry had established provident funds or co-operative societies and no pensions or gratuities of any kind were paid on retirement.

Shifts, Hours of Work and Leave.

All the fifteen factories in this industry worked one shift per day in May 1934. Two concerns did not supply information in connexion with hours of work. Of the remaining thirteen concerns, eleven employing a total number of 527 workers observed a sixty-hour week, one employing 261 workers had a 57-hour week and one employing 20 workers had a 36-hour week. The last was working short time owing to a slack demand for its manufactures and its hours of work were so arranged as to give a rest interval of four hours. In all the rmaining factories the rest interval was one of an hour. Tuesday was the weekly rest day in two factories and Sunday in the remainder. Only one factory in Bombay City gave fifteen days leave with pay every year to its monthly paid employees. In all other cases leave was granted without pay.

Welfare Work.

Five factories had provided 140 tenements in all for their workers. Except in one concern in Ahmedabad City which charged an economic rent of Rs. 2 per month per tenement for 25 tenements and another concern in the Bombay Suburban, Thana, Kolaba and Ratnagiri area which charged Re. 1 per month for the supply of water for each of 35 tenements, all the tenements were provided rent-free. One factory in Sholapur City which had fifteen tenements gave free fuel in addition. Only one factory in this industry—in Bombay City—had provided a canteen for the benefit of its workers. Five concerns maintained first aid requisites and one concern in Ahmedabad City had made arrangements with a local doctor for free treatment of its workers. Apart from the specific cases cited, no other unit in this industry had made any provision for the housing, recreation or general welfare of its employees.

Rates of Wages, Earnings and Attendance

Most of the factories in this industry which were covered by the Census were started during the last few years and consequently very little information is available regarding movements of wage rates betwee

the pre-war and the Census years. One factory in the Poona, Nasik and Ahmednagar area reported that wages in 1934 were about 50 per cent. higher than in 1914. One factory in the Bombay Suburban, Thana, Kolaba and Ratnagiri area which was started in 1929 reported that it had continued paying the same rates of wages till 1934 whereas another factory in the same area which was started in 1933 reported that a cut of fifteen per cent. had been made early in 1934. One factory in the Broach and Surat area which manufactures leather washers for cotton gins reported that the piece rates for plasterers were Re. 1 for 25 washers in 1932, Re. 1 for 28 washers in 1933 and Re. 1 for 30 washers in 1934 which means a cut of 16 2/3 per cent. in rates between 1932 and 1934. Another washer manufacturing factory in the same area reported that the piece rates for plasterers were 30 washers per rupee in 1934 as against 16 washers per rupee in 1927 which means a fall of over 45 per cent. in the rates as between these two years. Four factories reported that no changes in rates had been made in the last few years. The remaining six factories gave no information on the subject.

Tables Nos. II to VIII which are printed at the end of this Section give the average percentage attendance and the average daily and monthly earnings of both process operatives and workers in occupations common to all factories in this industry in the different territorial areas of the Province where rubber, crepe or leather manufacturing factories are to be found. The following table gives the general averages of daily earnings in all occupations in this industry :—

General Averages of Daily Earnings in the Rubber, Crepe and Leather Industry.

Areas.	Average Daily Earnings.		
	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 0 6 (366)	0 9 6 (30)	0 15 11 (396)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	1 1 3 (439)	0 13 2 (22)	1 1 0 (461)
Ahmedabad City	0 14 8 (51)	0 8 8 (14)	0 13 4 (65)
Ahmedabad, Kaira and Panch Mahals ..	0 13 0 (101)	0 11 9 (8)	0 12 11 (109)
Broach and Surat	0 9 6 (21)	0 8 6 (4)	0 9 3 (25)
Poona, Nasik and Ahmednagar	0 8 7 (51)	0 4 0 (2)	0 8 5 (53)
Sholapur City	0 7 4 (37)	....	0 7 4 (37)
Whole Province	0 15 7 (1,066)	0 10 5 (80)	0 15 2 (1,146)

The general averages of daily earnings are highest in the Bombay Suburban, Thana, Kolaba and Ratnagiri area and lowest in Sholapur City. It is of interest to observe that women workers in the Bombay Suburban, etc., area earned, on an average, 3 annas 8 pies per day more than women workers in Bombay City and 3 annas and 1 pie per day more in the Ahmedabad, Kaira and Panch Mahals area than in Ahmedabad City. But, whereas women workers in Ahmedabad City earned about as much as those in the Broach and Surat area, male workers in Ahmedabad City earned, on an average, 5 annas 2 pies per day more. The general average for all workers in this industry for the whole of the Province of Bombay is slightly under a rupee per day.

The following table sets out the figures of general averages of percentage attendance in this industry :—

General Averages of Percentage Attendance in the Rubber, Crepe and Leather Industry.

Areas.	General Averages of Percentage Attendance.		
	Men.	Women.	All adult operatives.
	Per cent.	Per cent.	Per cent.
Bombay City	82·7	85·4	82·9
Bombay Suburban, Thana, Kolaba and Ratnagiri.	85·4	89·4	85·6
Ahmedabad City	84·8	82·8	84·4
Ahmedabad, Kaira and Panch Mahals ..	67·2	77·3	68·0
Broach and Surat	67·8	91·9	71·7
Poona, Nasik and Ahmednagar	100·0	100·0	100·0
Sholapur City	74·3	....	74·3
Whole Province	82·7	85·9	82·9

It is of considerable interest to observe that not one of the 53 workers in the D. V. Leather Factory in the Poona, Nasik and Ahmednagar area was absent from work even for a single day in May 1934. The average absence in this industry during the Census month amounted to 17·1 per cent.

TABLE No. 1.

Occupational Distribution of Process Workers in the Rubber Crepe and Leather Manufacturing Industry.

cupation.	No. of Workers.	Occupation.	No. of Workers.
Overseers	6	Buffer Assemblers ..	63
Foremen	1	Buffer Stitchers ..	13
Lime Yard Attendants ..	21	Buffer Finishers ..	3
Unhairers	14	Buffer Pressing Machinemen.	1
Fleshers	17	Buffer Drillers	1
Scudders	3	Belting Makers	7
Bark Tanners	26	Lace Cutters—	
Chrome Tanners ..	5	Men	3
Drum Attendants ..	15	Women	1
Splitting Machine Attendants	5	Bark Dryers—Women ..	2
Shaving Machine Attendants	7	Hide Seasoners—	
Setting Machine Attendants	6	Men	4
Stackers	4	Women	3
Nailers-on	1	Hide Nailers	8
Saw Dusters	1	Curriers	9
Glazing Machine Attendants—		Colourmen—	
Men	3	Men	25
Women	1	Women	5
Rolling and Embossing Machinemen—		Crepe and Rubber Rollermen	35
		Rubber Pressing Machinemen	3
Men	5	Rubber Heel Stickers ..	18
Women	4	Crepe and Rubber Sole Cutters	27
Table Hands ..	6	Canvas Shoe Stitchers ..	103
Measuring Machine Attendants	1	Canvas and Rubber Shoe plasterers—	
Spray Oilers—Women ..	1	Men	258
Washer Plasterers—		Women	20
Men	30	Vulcanisers	24
Women	91	Painting Men	20
Washers' Cutting Machinemen	3	Packers, Wrappers and Labellers	25
Washers' Stitching Machinemen	10	Coolies—	
Stone Stitchers ..	18	Men	66
Power Grinding Machinemen	2	Women	5

TABLE No. II.

Average Earnings and Attendance in the Rubber, Crepe, and Leather Manufacturing Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Overseers	T	6	94·3	2 7 10	61 13 4
Lime Yard Attendants	T	7	100·0	1 1 3	29 1 0
Fleshers	P	4	100·0	1 6 9	38 7 0
Scudders	T	2	100·0	1 1 3	29 1 0
Bark Tanners	T	8	100·0	0 12 3	20 11 4
Chrome Tanners	T	3	100·0	0 13 11	23 8 4
Drum Attendants	T	6	97·5	0 14 8	24 1 10
Splitting Machine Attendants ..	T	3	98·8	0 14 6	24 3 4
Shaving Machine Attendants ..	T	2	68·5	1 13 9	34 6 0
Setting Machine Attendants ..	T	1	92·6	1 1 11	28 0 0
Stackers	T	1	100·0	1 2 4	31 0 0
Saw-dusters	T	1	100·0	0 10 4	17 7 0
Glazing Machine Attendants ..	T	1	100·0	1 4 9	35 0 0
Rolling and Embossing Machinemen ..	T	1	100·0	1 8 1	40 11 0
Table Hands	T	1	100·0	0 13 9	23 4 0
Measuring Machine Attendants ..	T	1	100·0	0 13 9	23 4 0
Washer Plasterers—Men	T	3	100·0	0 14 2	23 14 4
,, ,, —Women ..	T	20	84·6	0 9 6	13 9 7
Washers' Cutting Machinemen ..	T	1	100·0	1 8 1	40 11 0
Washers' Stitching Machinemen ..	T	2	70·4	0 14 6	17 4 0
Buffer Assemblers	T	4	97·2	0 12 2	19 15 6
,, ,, ...	P	3	90·1	1 1 9	26 15 9
Buffer Stitchers	P	9	97·5	0 15 6	25 7 6
Buffer Finishers	P	2	87·0	1 2 7	27 4 8
Buffer Pressing Machinemen ..	T	1	59·3	0 13 6	13 8 0
Buffer Drillers	T	1	100·0	1 1 3	29 1 0
Belting Makers	T	5	97·0	1 4 5	33 7 4
Lace Cutters	T	3	100·0	1 0 10	28 6 8
Bark Dryers—Women	T	2	79·6	0 8 8	11 10 0
Hide Seasoners—Women ..	T	3	92·6	0 10 9	16 13 4
Hide Nailers	T	8	81·0	0 11 7	15 13 6
Curriers	T	7	93·7	0 13 7	21 7 4
Crepe and Rubber Rollermen ..	T	9	70·5	1 3 2	19 6 11
Rubber Heel Stickers	T	1	69·6	1 0 1	16 0 9
Crepe and Rubber Sole Cutters ..	T	9	82·6	1 0 0	19 0 4
Canvas Shoe Uppers Stitchers ..	T	52	67·7	0 14 4	13 15 4
Canvas and Rubber Shoe Plasterers ..	P	124	79·8	1 0 11	19 6 7
Vulcanisers	T	12	71·7	0 13 8	14 1 7
Painting Men	T	7	32·9	0 7 11	*
Coolies—					
Men	T	12	88·8	0 13 2	16 12 9
Women	T	3	95·1	0 9 2	14 10 8
Workers in Occupations Common to all Factories.					
Steam Engine Drivers	T	2	100·0	1 13 8	50 0 0
Boiler Attendants : 2nd Class ..	T	2	100·0	1 10 1	37 8 0
Engine and Boiler Cleaners ..	T	1	96·3	0 14 0	22 12 0
Firemen	T	4	98·0	1 0 7	25 6 7
Oilmen	T	3	91·8	0 13 5	18 11 4

* Omitted owing to low percentage attendance.

TABLE II—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Electric Motor Men	T	1	95·7	3 10 2	80 0 0
Ordinary Carpenters	T	1	100·0	1 8 4	35 0 0
Packers Wrappers and Labellers—					
Men	T	17	76·7	0 15 1	16 10 10
Women	T	2	74·1	0 9 2	11 7 3
Superior Apprentices	T	1	100·0	1 1 9	30 0 0
Time Checkers	T	1	34·8	1 1 5	8 11 6
Watchmen	T	4	100·0	0 13 2	24 12 0
Cartmen	T	2	100·0	1 1 3	29 1 0
Warehousemen	T	2	100·0	1 0 0	23 0 0
Sweepers—Men	T	2	100·0	0 5 1	9 4 0

Table No. III.

Average Earnings and Attendance in the Rubber, Crepe and Leather Manufacturing Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri Areas.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Lime Yard Attendants	P	8	92·1	0 10 5	16 2 1
Fleshers	P	1	100·0	1 1 0	28 10 6
Bark Tanners	P	14	94·2	0 11 0	17 8 6
Chrome Tanners	P	2	94·4	0 7 10	12 8 0
Drum Attendants	T	2	88·9	0 7 11	11 14 0
Rolling and Embossing Machinemen ..	T	2	92·6	0 9 4	14 10 0
Buffer Assemblers	P	56	90·1	1 3 0	28 13 11
Hide Seasoners	P	4	84·3	0 11 10	16 12 5
Curriers	T	2	100·0	1 2 0	30 6 0
Crepe and Rubber Rollermen ..	T	3	100·0	1 7 10	40 4 0
,, ,, ,, ,, ..	P	23	75·4	1 9 10	31 10 5
Rubber Pressing Machinemen ..	P	3	100·0	1 1 1	27 12 0
Rubber Heel Stickers	P	17	71·0	0 14 2	16 6 0
Crepe and Rubber Sole Cutters ..	T	2	100·0	1 3 2	32 6 6
,, ,, ,, ,, ,, ..	P	16	96·4	1 3 9	30 14 3
Canvas Shoe Stitchers—Men ..	P	51	73·8	1 5 3	25 8 0
Canvas and Rubber Shoe Plasterers—					
Men	P	134	85·8	0 15 10	22 0 6
Women	P	20	89·2	0 13 11	20 2 6
Vulcanisers	P	12	83·0	1 2 0	24 4 3
Painting Men	P	13	93·8	1 6 2	33 11 8
Packers, Wrappers and Labellers ..	P	24	86·7	1 1 6	24 11 4
Coolies—Men	T	33	81·1	0 13 2	17 6 6
Workers in Occupations Common to all Factories.					
General Maistries	T	2	100·0	0 11 10	20 0 0
Steam Engine Drivers	T	1	100·0	1 13 8	50 0 0
Firemen	T	1	96·3	0 11 9	19 2 0
Ordinary Fitters	T	2	100·0	1 13 8	50 0 0
Ordinary Carpenters	T	2	96·3	1 4 3	32 14 0
Mucadams	T	1	100·0	1 4 0	33 12 0
Watchmen	T	5	100·0	0 12 1	21 0 0
Cartmen	T	2	88·9	0 11 9	17 10 0
Sweepers—					
Men	T	1	100·0	0 8 11	15 0 0
Women	T	2	90·7	0 6 0	9 3 0

TABLE No. IV.

Average Earnings and Attendance in the Rubber, Crepe and Leather Manufacturing Industry in the Ahmedabad City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Foremen	T	1	100·0	1 13 8	50 0 0
Lime Yard Attendants	T	3	61·7	0 10 6	10 15 6
Fleshers	T	11	77·1	0 15 11	20 11 8
Bark Tanners	T	2	57·4	1 2 2	17 10 2
Drum Attendants	T	4	92·6	0 11 4	17 10 5
Splitting Machine Attendants ..	T	2	90·7	1 5 2	32 6 6
Shaving Machine Attendants ..	T	2	96·3	1 5 8	35 4 5
Setting ,, ,, ..	T	1	100·0	0 14 10	25 0 0
Stackers	T	1	96·3	0 14 7	23 12 0
Nailers—On	T	1	100·0	0 11 10	20 0 0
Glazing Machine Attendants—Women	T	1	100·0	0 11 10	20 0 0
Rolling and Embossing Machinemen—Women.	T	4	98·1	0 10 2	16 12 11
Table Hands	T	2	90·7	1 2 0	27 9 3
Spray Oilers—Women	T	1	100·0	0 8 0	13 8 0
Buffer Stitchers	T	4	91·8	1 0 1	24 13 2
,, Finishers	T	1	100·0	0 11 10	20 0 0
Lace Cutters—Women	T	1	100·0	0 8 0	13 8 0
Colourmen—Women	T	5	53·3	0 8 10	7 14 8
Packers, Wrappers and Labellers ..	T	1	59·3	0 10 0	10 0 0
Coolies—Men	T	8	81·0	0 11 0	15 1 1
Workers in Occupations common to all Factories.					
Steam Engine Drivers	T	1	100·0	1 5 0	35 6 6
Oil ,, ,, ...	T	1	100·0	1 1 9	30 0 0
Firemen	T	1	100·0	1 1 9	30 0 0
Ordinary Carpenters	T	1	81·5	0 12 0	16 8 0
Cartmen	T	1	100·0	0 11 10	20 0 0
Watermen	T	1	100·0	0 3 3	5 8 0
Sweepers—					
Men	T	1	100·0	0 3 0	5 0 0
Women	T	2	100·0	0 4 5	7 8 0

TABLE No. V.

Average Earnings and Attendance in the Rubber, Crepe and Leather Manufacturing Industry in the Ahmedabad, Kaira and Panch Mahals Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Rolling and Embossing Machinemen	T	1	100·0	0 8 3	13 15 0
Washer Plasterers—Men	P	73	72·7	0 12 8	14 9 6
,, ,, Women	T	1	100·0	0 4 9	8 0 0
,, ,, ,,	P	7	73·9	0 13 1	15 14 6
Washers' Cutting Machinemen	T	1	100·0	0 8 0	12 8 0
Washers' Stitching Machinemen	T	5	91·0	0 13 0	19 10 5
Stone Stitchers	P	18	31·1	1 1 11	..*
Workers in Occupations common to all Factories.					
Oil Engine Drivers	T	1	100·0	1 1 9	30 0 0
Muccadams	T	1	100·0	0 11 10	20 0 0
Watchmen	T	1	100·0	0 9 7	15 0 0

* Omitted owing to low percentage attendance.

Table No. VI.

Average Earnings and Attendance in the Rubber, Crepe and Leather Manufacturing Industry in the Broach and Surat Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Washer Plasterers—Men ..	P	15	70·5	0 9 6	10 4 8
,, ,, Women ..	P	2	91·3	0 6 10	8 15 5
Washers' Cutting Machinemen ..	T	1	..	0 12 0	..
Washers' Stitching Machinemen ..	P	3	73·3	0 7 11	9 0 7
Coolies—Men	T	1	40·7	0 8 0	..*
,, Women	T	2	92·5	0 9 11	15 3 6
Workers in Occupations common to all Factories.					
Mochis	T	1	19·2	1 0 0	..*

* These figures have been omitted owing to low percentage attendance.

TABLE NO. VII.

Average Earnings and Attendance in the Rubber, Crepe and Leather Manufacturing Industry in the Poona, Nasik and Ahmednagar Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Lime Yard Attendants	P	12	100·0	0 8 3	13 6 9
Drum Attendants	T	2	100·0	0 7 2	11 11 5
Shaving Machine Attendants ..	P	2	100·0	0 10 4	16 12 3
Setting Machine Attendants ..	P	4	100·0	0 12 6	20 5 3
Stackers	P	1	100·0	0 8 9	14 4 6
Glazing Machine Attendants ..	P	2	100·0	0 8 9	14 4 6
Colour Men	P	25	100·0	0 8 2	13 4 8
Workers in Occupations common to all Factories.					
Oilmen	T	1	100·0	0 5 2	8 6 0
Ordinary Fitters	T	1	100·0	0 10 4	16 12 3
Fire Brigademen	T	1	100·0	0 8 9	14 4 6
Sweepers—Women	T	2	100·0	0 4 0	6 8 0

TABLE NO. VIII.

Average Earnings and Attendance in the Rubber, Crepe and Leather Manufacturing Industry in the Sholapur City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Lime Yard Attendants	T	3	71·8	0 8 0	9 5 4
Unhairers	T	2	67·3	0 9 5	10 5 0
Fleshers	T	1	100·0	0 8 6	13 13 0
Scudders	T	1	46·2	0 8 0	6 0 0
Bark Tanners	T	2	76·8	0 7 1	8 14 0
Drum Attendants	T	1	96·1	0 6 0	9 6 0
Shaving Machine Attendants ..	T	1	77·0	0 8 0	10 0 0
Stackers	T	1	92·3	0 6 0	9 0 0
Rolling and Embossing Machinemen	T	1	96·1	0 6 6	10 2 6
Table Hands and Colour men ..	T	3	78·2	0 7 5	9 6 4
Power Grinding Machinemen ..	T	2	78·8	0 4 6	6 0 9
Belting Makers	T	2	59·6	0 8 0	7 11 6
Coolies—Men	T	12	62·6	0 5 7	6 12 10
Workers in Occupations common to all Factories.					
Oil Engine Drivers	T	1	100·0	1 3 0	30 14 0
Motor and Lorry Drivers ..	T	1	100·0	0 8 3	16 0 0
Muccadams	T	2	96·2	0 10 0	15 11 0
Watchmen	T	1	100·0	0 6 0	11 10 0

SECTION IV.

The Refined Sugar Manufacturing Industry.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE REFINED SUGAR MANUFACTURING INDUSTRY.

Part I of the General Wage Census which was held in 1934 covered perennial factories alone and not seasonal factories. The latter were covered by Part II of the Census which was conducted in the winter and spring of 1935-36. Before the new Indian Factories Act of 1934 which came into operation from the 1st January 1935 was passed, there was no legal distinction between "perennial" and "seasonal" factories; and although all departments of factories in the various Provinces in India classified factories into "perennial" and "seasonal" there were no basic principles on which such a classification was made. Factories which worked throughout or for the greater part of the year were included in the "perennial" list and those which worked for only a few months in the year were included in the "seasonal" list. According to section 4 of the Indian Factories Act, 1934, every sugar (including *gur**) factory is a seasonal factory unless it works for more than 180 days in the year when the Local Government can declare it to be not a seasonal factory. This distinction was made in order to enable purely seasonal factories to work a 60-hour week or a 11-hour day as against a 54-hour week and a 10-hour day permitted in the case of factories which work for the greater part of the year. Most *gur* factories work for about two to three months in the year whereas refined sugar factories work for about seven to eight months in a year.

In 1934 there were three refined sugar factories in the Province of Bombay. These together with the Government Sugar Cane Farm which was established at Kopargaon towards the end of the War in order to carry out researches into the successful cultivation of sugar cane, and which had a small factory attached to it for experimental work in connection with the manufacture of different types of sugar, were classified as perennial factories; and all the *gur* factories were classified as seasonal factories. The former were therefore included in Part I and the latter in Part II of the General Wage Census. The factory attached to the Government Sugar Cane Farm has a very small plant and it rarely employs more than ten workers in all. As there was no other *gur* factory on the "perennial" list in 1934, this small factory was included in the list of factories for the Refined Sugar Manufacturing Industry. Since the beginning of 1935, all sugar factories in the Province of Bombay are classified as seasonal factories; but as the refined sugar factories had already been covered by Part I of the Census they were not included in the enquiries in connection with Part II of the Census.

All the sugar and *gur* factories in the Province of Bombay are situated in the Poona, Nasik and Ahmednagar area which is largely canal irrigated. Canal irrigation has been found to be most suitable

* *Gur* is the Indian name for raw sugar.

for the successful cultivation of sugar cane and considerable tracts of land in this area are therefore under cane. Consequently, a large industry in the manufacture of both refined and raw sugar has grown up in this area,—particularly in the district of Ahmednagar. Although refined sugar factories work for a greater number of months in the year than the *gur* factories, even these are compelled to begin closing down their operations for the monsoon about the middle of May as the climatic conditions immediately prior to and during the rains are not conducive to the manufacture of good refined sugar; and for this reason the General Wage Census for the refined sugar manufacturing industry was held for the month of March instead of May.

Labour in the Industry.

The total number of workers employed in the four factories in this industry in March 1934 according to the returns made in the *General Questionnaire* was 991 of whom 977 were men and 14 women. The number of workers for whom information regarding wages was given in the census forms was 948 and of these, 586 men and 14 women were "process" operatives and 348 men were employed in engineering occupations and in occupations common to all factories. Recruitment is almost entirely through heads of departments but most of the labour is engaged on a temporary basis and is casual in character. A rather remarkable feature about the organisation of labour in this industry was that not one of the thousand odd workpeople employed in the four factories concerned was reported to have given up his employment during the census month and that no substitutes or *badlis* were employed in the place of casual absentees. There was consequently no labour turnover in the industry for the period during which the census was taken. Table No. I at the end of this section gives the occupational distribution of the process operatives employed in the industry.

Payment of Wages and Conditions of Employment.

Permanent men on the maintenance side have fixed rates of wages. Casual labour is engaged on local wage rates but demand and supply was the governing factor in wage fixation. Three concerns had consolidated rates of wages but in the fourth which imported some of its labour from the United Provinces a fuel and kerosene allowance was given. One concern generally gives a bonus of one month's pay every year to all its permanent hands. Workshop assistants, pan lifters, juice boilers and bagasse feeders were sometimes called upon to put in overtime. In the case of three concerns no special overtime rates were paid unless the statutory weekly hours were exceeded but the fourth concern increased the overtime hours worked by certain categories by a fourth, converted these into days of ten hours each and paid for them *pro rata* the monthly rates on the basis of the number of working days in the month. There was

no uniform pay period in this industry. One concern employing 364 workers paid wages bi-monthly with a waiting period of two days. Another paid its 227 process workers for periods of every fourteen days with a waiting period of three days and its 71 permanent hands at intervals of a month with a waiting period of eleven days. The Government Sugar Cane Farm at Kopargaon pays wages weekly on the day following the end of each week. The fourth concern which employed 344 workers paid wages to nine workers weekly after a waiting period of two days and monthly to the rest after a waiting period of eight days. Two concerns gave no advances. The other two which did charged no interest. Rates of wages were mostly daily rates except for some permanent hands who were paid monthly on the basis of the number of working days in the month.

None of the four concerns in this industry had framed any rules of conduct for their operatives. Two concerns inflicted no fines. In the two which did, the total amount recovered in fines in March 1934 was Rs. 23-12-0. In both these cases all fines were credited to special Fines Funds which were utilised for the benefit of the workers. Absence from duty and late attendance were mostly dealt with by *pro rata* cuts in wages. No pensions or retirement gratuities were paid and no concern had established a co-operative credit society, but one concern made it a condition of employment for all permanent hands drawing Rs. 20 per month and over to subscribe to a provident fund on the basis of equal contributions of 7½ per cent. of total earnings both by the employers and the employed and four per cent. compound interest.

Shifts, Hours of Work and Leave.

As already pointed out, the Government Sugar Cane Farm had only a small plant for the manufacture of sugar and except when it was necessary to resort to night work for boiling cane juice, the factory attached to the farm generally worked one day shift only, the hours of work being from 7 a.m. to noon and from 2 p.m. to 6 p.m. with the afternoon spell on Mondays—the local bazaar day—off. The other three concerns in this industry are continuous process factories and these work three shifts of eight hours each per day. The timings of the three shifts in March 1934 were the same in all cases: 6 a.m. to 2 p.m.; 2 p.m. to 10 p.m.; and 10 a.m. to 6 a.m. No regular intervals for rest as such were given during any of the three shifts but in practice all workers were permitted to take some time off by turns for tea or a meal. There is also no closing day but one of the three factories does not grind cane on Sundays and observes this as a cleaning day for washing out juice tanks, etc. Shifts changed over on Saturdays and the changes were so arranged as to give each shift of workers a period of 32 continuous hours off once every three weeks. For example, a batch "X" which worked the 6 a.m. to 2 p.m. shift from Sunday to Friday in one week would come on for duty for the 10 p.m. to 6 a.m. shift on the Saturday following thus getting a stretch of 32 hours off. But in order to enable this to be done, the two other batches got rest spells of only 8 hours each on the day of the weekly change

over, batch " Y " which worked the 2 p.m. to 10 p.m. shift on the Sunday to Friday coming on for duty for the 6 a.m. to 2 p.m. shift on Saturday and batch " Z " which worked the 10 p.m. to 6 a.m. shift coming on for duty again from the 2 p.m. to 10 p.m. shift. During the off season the hours of work for the mechanical and maintenance departments were from 7 a.m. to 12-30 p.m. and from 2–30 p.m. to 6–30 p.m. from Mondays to Saturdays with Sundays off. The arrangements described gave a 56–hour week during full working and a 57–hour week during the off season.

Two concerns including the Government Sugar Cane Farm granted no leave with pay to their workmen. Of the two remaining concerns, the Marsland Price Sugar Factory at Kalamb gave fifteen days casual leave with pay in every year to all workers and one month's privilege leave with pay every year in addition to all permanent workers; and the Belapur Co., Ltd., at Harigon gave one month's leave with pay per year to those permanent employees who were not paid overtime—those who were entitled to overtime getting no leave with pay.

Welfare Work.

Although a comparatively small industry, the Refined Sugar Manufacturing Industry in the Province of Bombay stands out very prominently for the welfare activities which it undertakes for the benefit of its workers. The reason for this is that owing to transport difficulties sugar factories have to be built quite close to the sources of the raw material—in this case, the large sugar cane plantations which are situated in sparsely populated areas and at some distances away from towns and villages. The workers employed in these factories and on the adjacent plantations form small colonies of their own away from their homes and they must necessarily be provided with adequate housing and medical facilities. We therefore find that every employer in this industry has built tenements for all his workpeople—brick built quarters for perennial permanent employees and specially built huts of corrugated iron sheets in wooden frames for the seasonal temporary workers. All housing is rent-free. One concern had provided a canteen and a tea stall within the precincts of the factory so as to enable shift workers to get such refreshments as they required as expeditiously as possible. The Government Sugar Cane Farm maintains a stock of medicines at the Farm and the Government Medical Officer from Kopergaon visits the farm regularly once a week and oftener if necessary. The other three concerns maintain fully equipped dispensaries which are in charge of qualified medical officers, compounders and dressing boys; and all medical aid is given free of charge. The same three concerns have also established primary schools for the benefit of their workers' children. One of these concerns had two schools—one run by the Local Board and the other with the assistance of grants-in-aid from the Company. All tuition is given free. The average daily attendance at these four schools in March 1934 was 125. As far as recreation is concerned one concern had established a library and a reading room and another had a gymnasium with such outdoor sports as the workers cared to indulge in.

Rates of Wages, Earnings and Attendance.

We have already pointed out in an earlier paragraph that much of the labour on the process side of this industry is casual in character and that the governing factors in wage fixation are demand and supply and local wage rates for the types of workers employed. The rates actually paid therefore vary from season to season. Of the three large refined sugar manufacturing concerns in the Province, the Belapur Company commenced manufacturing sugar in 1924 and the Marsland Price and the Ravalgaon factories started in 1933 and early in 1934 respectively. There is therefore no basis for a comparison of wage rates in this industry as between the pre-war and the Census years.

Table No. II printed at the end of this section gives the average percentage attendance and the average daily earnings and monthly earnings of both process operatives and of workers in occupations common to all factories in this industry in the Poona, Nasik and Ahmednagar area. Except for vacuum panmen and sugar boilers whose average earnings in March 1934 amounted to Rs. 2-11-5 per day and for evaporatormen or triplemen who earned Rs. 1-1-2 per day the levels of earnings in all the other occupations on the process side of this industry varied between 6 annas and 11 annas and 7 pies per day for men, whilst women coolies earned, on an average, only 3 annas per day. The general averages of daily earnings in this industry amounted to 10 annas 1 pie per day for all men, 3 annas per day for all women and ten annas per day for all operatives. The figures of general averages of percentage attendance were 92·3 for men, 83·9 for women and 92·2 for all operatives which gives the comparatively low figure of 7·8 per cent. for average absence in the industry as a whole.

Table No. I.

Occupational Distribution of Process Workers in the Refined Sugar Manufacturing Industry.

Occupation.	Number of workers.
Cane Carrier Loaders	89
Crushing Mill Attendants	31
Crushing Mill Helpers	26
Sulphur Stove Attendants	9
Lime Cream Mixers	15
Titrationmen	15
Juice Heater Attendants	6
Eliminator Attendants	12
Bag Filter Attendants	6
Subsider Attendants	14
Mud Tank Attendants	9
Press Filtermen	33
Evaporatormen or Triplemen	9
Vacuum Panmen and Sugar Boilers	13
Vacuum Panmen Helpers	13
Crystalliser Attendants	6
Centrifugal Machine Operators	60
Sugar Driers	12
Bagasse Feeders	54
Coolies—Men	154
„ Women	14

TABLE No. II.

Average Earnings and Attendance in the Refined Sugar Manufacturing Industry in the Poona, Nasik and Ahmednagar area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Cane Carrier Loaders	T	89	94·3	0 7 3	*
Crushing Mill Attendants ..	T	31	88·1	0 8 4	*
Crushing Mill Helpers	T	26	91·5	0 6 0	*
Sulpur Stove Attendants.. ..	T	9	94·7	0 6 8	*
Lime Cream Mixers	T	15	92·6	0 6 7	*
Titrationmen	T	15	94·6	0 8 7	*
Juice Heater Attendants ..	T	6	88·1	0 7 0	*
Eliminator Attendants	T	12	94·4	0 9 9	*
Bag Filter ,, ...	T	6	81·7	0 7 3	11 7 1
Subsider ,, ...	T	14	97·0	0 6 4	*
Mud Tank Attendants	T	9	94·3	0 6 6	*
Press Filtermen	T	33	91·4	0 7 0	*
Evaporatormen or Triplemen ..	T	9	98·6	1 1 2	32 7 7
Vacuum Panmen and Sugar Boilers ..	T	13	99·7	2 11 5	83 0 3
Vacuum Panmen Helpers ..	T	13	94·0	0 11 7	20 14 10
Crystalliser Attendants	T	6	87·4	0 6 10	*
Centrifugal Machine Operators ..	T	60	93·6	0 8 2	*
Sugar Driers	T	12	95·7	0 6 3	11 10 3
Bagasse Feeders	T	54	93·2	0 7 5	13 6 7
Coolies—Men	T	154	90·9	0 6 11	11 3 1
,, Women	T	14	83·9	0 3 0	4 4 0
Workers in Occupations common to all Factories.					
Steam Engine Drivers	T	47	94·9	0 14 6	25 7 10
Oil ,, ,, ...	T	1	93·5	0 10 9	19 7 6
Boiler Attendants—					
1st Class	T	1	64·5	1 12 5	35 7 9
2nd Class	T	8	87·0	1 6 0	36 13 0
Firemen	T	16	87·9	0 12 7	20 6 8
Ropemen	T	14	96·1	0 11 8	21 11 2
Air Compressor Operators ..	T	3	91·4	0 6 0	10 10 0
Oilmen	T	60	94·6	0 7 3	12 13 11
Superior Wiremen	T	1	100·0	2 3 7	60 0 0
Ordinary ,, ...	T	6	88·1	1 2 8	30 5 6
Truckmen	T	27	87·4	0 6 0	8 13 7
Ordinary Machinists	T	4	82·0	1 0 11	24 0 1
Welders	T	1	100·0	2 8 0	67 8 0
Superior Blacksmiths	T	1	100·0	1 14 5	57 0 0
Ordinary ,, ...	T	8	85·6	1 2 5	27 5 0,
Hammermen	T	6	92·0	0 7 5	11 8 0
Tinsmiths	T	1	100·0	0 14 0	23 10 0
Superior Fitters	T	9	95·5	2 3 8	63 9 5
Ordinary ,, ...	T	19	93·9	1 1 9	31 11 3

*No monthly averages have been given for these occupations because the pay period of these workers were of less than a month's duration.

TABLE No. II—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Workers in Occupations common to all Factories—contd.				Rs. a. p.	Rs. a. p.
Superior Motor Mechanics ..	T	2	93·4	2 13 0	80 2 6
Motor and Lorry Drivers ..	T	12	97·0	0 13 11	25 9 2
,, ,, Cleaners ..	T	12	93·2	0 6 3	10 4 4
Ordinary Carpenters	T	17	95·9	1 1 6	28 5 8
Ordinary Tailors	T	1	100·0	0 13 0	22 0 0
Masons	T	6	91·4	1 1 8	27 4 8
Mochis	T	4	98·4	0 9 6	18 1 11
Weighmen	T	12	96·3	0 8 5	13 10 4
Packers, Wrappers and Labellers ..	T	6	76·5	0 8 4	10 11 6
Ordinary Apprentices	T	1	92·6	0 8 11	13 14 3
Time Checkers	T	1	100·0	2 9 3	80 0 0
Muccadams	T	4	82·1	0 8 2	11 11 9
Nawghanies	T	4	100·0	0 11 0	21 5 0
Mechanics' Assistants	T	8	57·9	0 8 11	8 11 7
Watchmen	T	13	88·1	0 7 9	12 14 9
Cartmen	T	4	89·5	0 7 0	12 2 9
Warehousemen	T	3	88·9	0 5 4	7 15 0
Sweepers—Men	T	5	100·0	0 7 1	13 8 0

SECTION V.

The Chemical and Pharmaceutical Industry.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE CHEMICAL AND PHARMACEUTICAL INDUSTRY.

There were nine chemical and pharmaceutical factories in the Province of Bombay in 1934. Seven of these were in the City of Bombay and two in the Bombay Suburban, Thana, Kolaba and Ratnagiri area. The distribution of the number of workers employed in these factories, according to the returns made in the *general questionnaire* was as follows :—

Number of workers employed in the Chemical and Pharmaceutical Industry.

Areas.	Number of concerns.	Number of workers employed.			
		Men.	Women.	Children.	Total.
Bombay City	7	365	187	..	552
Bombay Suburban, Thana, Kolaba and Ratnagiri.	2	317	23	4	344
Whole Province ..	9	682	210	4	896

The total number of workers for whom information regarding wages was returned in the census forms was 869 of whom 420 men and 104 women were employed in process occupations and 233 men, 108 women and 4 children were employed in occupations common to all factories. As in the case of most other industries recruitment in this industry too is effected through foremen or mukkadams or through the workers themselves. Labour turnover was practically nil in May 1934 as only two out of a total of 896 workers had given up their jobs and four temporary substitutes were engaged. Table No. I at the end of this section gives the occupational distribution of the number of process workers employed in the industry.

Payment of Wages and Conditions of Employment.

Five concerns reported that they had fixed rates of wages. In three cases, demand and supply and personal efficiency were governing factors in the determination of wage rates ; but it is of interest to observe that one of these three concerns had fixed ten annas a day as the minimum wage for an adult worker. One concern gave periodic increments

according to seniority and efficiency in deserving cases. Rates of wages in all cases were consolidated and no allowances were paid. Five concerns gave no bonuses. In one concern an annual bonus of Rs. 25 was paid to each worker who had put in full attendance. Another gave all workers an annual bonus the amount of which varied according to profits. Two concerns gave efficiency bonuses for production in excess of the normal. One concern employing 200 workers paid wages fortnightly with a waiting period of fourteen days and another concern employing 23 workers paid wages weekly, six days after they fell due. In all the remaining seven concerns wages are paid monthly—for the English calendar month in five cases and for the Hindu month in two cases. In two of these seven concerns, employing 142 workers between them, wages were disbursed on the first working day after the end of the month and in the other five cases the waiting period varied from three to four to fourteen days. Five concerns gave advances whilst four did not. No interest was charged. Five concerns calculated earnings from monthly rates of pay on the basis of all the days in the month and payment for Sundays and holidays was dependant on the day preceding the holiday or both the days preceding and succeeding the holiday being put in. In the remaining cases earnings were calculated on the basis of the number of working days in the month.

No concern in this industry had framed any standing orders for the operatives. Fining is almost entirely absent in this industry and no fines were inflicted on any of the workers in May 1934. Discipline is enforced by warnings and dismissal, and attendance is maintained by making either *pro rata* cuts in wages or by forfeiting a quarter or a half day's wage according to the extent of the lateness.

Except for two concerns which had established contributory provident funds for their workers on the basis of equal contributions by the employer and the employed of one anna in the rupee of earnings, no other concerns in this industry had made any provision for superannuation benefits or financial aid in the form of pensions, retirement gratuities or co-operative societies for the benefit of their workmen.

Shifts, Hours of Work and Leave.

Chemical factories which manufacture heavy chemicals such as sulphuric, hydrochloric and nitric acids and their resultant salts are continuous process factories. There were two such factories in the Province of Bombay in 1934—one in the City of Bombay and the other at Ambernath in the Bombay Suburban, Thana, Kolaba and Ratnagiri area. Process and power workers in both these factories worked three shifts of eight hours each. The hours of work in one case were from 7 a.m. to 3 p.m., 3 p.m. to 11 p.m. and from 11 p.m. to 7 a.m. In the other factory the shifts started and ended an hour earlier. No regular rest interval as such was given but shift workers were permitted to take time off by turns. Workers on the mechanical side had a ten hour day from 7 a.m. to noon and from 1 p.m. to 6 p.m. for six days in the

week. The batches of workers in the different shifts changed over every fourteen days when each batch, by turns, had a continuous spell of 32 hours rest. The procedure in changing over was the same as that described in the previous section for the continuous process factories in the refined sugar manufacturing industry. The hours of work in the remaining seven factories in the chemical and pharmaceutical industry varied from 39 to 54 per week. Three factories employing 229 workers in all had a 54-hour week, one employing 89 workers had a 52-hour week, another employing 23 workers had a 51-hour week and a third employing 72 workers had a 39-hour week. Another had a 51-hour week for its men (93) and a 48-hour week for its women (52) workers. The rest interval was generally of one hour's duration but in the case of the factory which had a 48-hour week for its women employees the rest interval was of an hour and a half. In addition to the regular rest interval from 1 p.m. to 2 p.m. one factory gave two spells of ten minutes each at 11 a.m. and 3 p.m. for tea.

In the non-continuous process factories the weekly holiday was observed on Sundays in six cases and in the seventh half the staff got Saturday and the other half Sunday. In two factories no extra overtime pay was given unless the statutory weekly hours were exceeded. One factory gave a time and a quarter for all overtime hours and the last factory gave a half day's pay for 2½ hours overtime and a full day's pay for 4½ hours overtime. One concern in this industry gave one month's leave with pay to its muccadams only. Another gave sick leave with pay up to one month in a year in cases of certified illness. In all other cases leave was granted without pay.

Welfare Work.

Except for the Dharamsi Morarji Chemical Company at Ambernath which had provided 39 tenements for its workers and another factory at Panvel which housed its watchmen free, no other unit in this industry had made any provision for the housing of its employees. The rents charged by the Ambernath factory were Rs. 2–4–0 for three double-roomed tenements and Rs. 1–12–0 for twenty-two and Rs. 1–4–0 for fourteen single rooms. In all cases the rents were reported to be below economic. Only one factory had made arrangements for the running of a tea stall on the premises. The remaining factory had made no provision for rest shelters, canteens or tiffin rooms. As far as medical aid is concerned, the Dharamsi Morarji Chemical Company had a standing arrangement with the Western India Match Company for the treatment of its workmen at the dispensary and by the medical staff of that factory. Five concerns had made no arrangements for medical aid, one concern had a dispensary of its own and in the remaining two concerns arrangements had been made for local doctors to visit the works periodically and to give free medical treatment when occasion demanded. Except for the Dharamsi Morarji Chemical Works which had provided an Indian Gymnasium at the workmen's chawls, no other concern in this industry had made any provision for the recreation or the education of its workers or of the workers' children.

Rates of Wages, Earnings and Attendance.

Two concerns in this industry reported that rates of wages in 1934 were a hundred per cent. higher than in 1914. A third concern which reported a similar increase between 1914 and 1932 stated that cuts ranging from 20 to 25 per cent. were effected in the latter year. Another concern which was started in 1922 reported that wage rates in 1934 ranged from 36 to 83 per cent. for process operatives and from 42 to 87½ per cent. for workers in engineering occupations of the rates paid in the former year. One concern stated that there had been no material alterations in the rates of wages paid between 1929 and 1934. The remaining four concerns did not give any useful information on this subject. Tables Nos. II and III which are printed at the end of this section give the averages of percentage attendance and daily and monthly earnings of both process operatives and workers in occupations common to all factories in this industry in the two territorial areas of the Province where chemical and pharmaceutical factories are to be found. The following table gives the general averages of daily earnings of all operatives in all occupations in this industry :—

General Averages of Daily Earnings in the Chemical and Pharmaceutical Industry.

Areas.	Average Daily Earnings.		
	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City..	1 3 7 (349)	0 11 1 (189)	1 0 8 (538)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 9 11 (304)	0 4 9 (23)	0 9 7 (327)
Whole Province ..	0 15 5 (653)	0 10 5 (212)	0 14 2 (865)

The general averages of daily earnings in this industry in Bombay City were nearly double those in the Bombay Suburban, Thana, Kolaba and Ratnagiri area for men and 132 per cent. higher in the case of women. All men in this industry in the Province of Bombay earned, on an average, fifteen annas and five pies per day whereas all women earned an average of ten annas and five pies per day.

The following table sets out the figures of general averages of percentage attendance in this inustry :—

General Averages of Percentage Attendance in the Chemical and Pharmaceutical Industry.

Areas.	General Averages of Percentage Attendance.		
	Men.	Women.	All adult operatives.
	Per cent.	Per cent.	Per cent.
Bombay City	94·3	91·3	93·7
Bombay Suburban, Thana, Kolaba and Ratnagiri.	78·5	76·8	78·4
Whole Province ..	87·1	89·6	87·7

The general averages of percentage attendance for both men and women in factories in this industry in Bombay City were much higher than those in the Bombay Suburban, Thana, Kolaba and Ratnagiri area where the average for all operatives was as low as 78·4. The average absence in this industry for the whole Province in May 1934 was 12·3 per cent.

TABLE No. I.

Occupational Distribution of Process Workers in the Chemical and Pharmaceutical Industry.

Occupation.	No. of workers.	Occupation.	No. of workers.
Supervisors	1		
Assistant Supervisors ..	6	Tablet and Pill-making Machinemen	10
Herb Cutters and Sorters—		Coating Pan Attendants ..	3
Men	1	Vat Attendants—	
Women	2	Men	6
Disintegrators and Decorticators	4	Women	2
Grinding Machine Attendants	5	Bandage cutting, Rolling and Pressing Machinemen ..	3
Edge Runners—		Furnacemen	17
Men	1	Sulphur Burnermen ..	6
Women	3	Towermen	7
Mortar and Pestlemen—		Cascademen	9
Men	24	Processmen	107
Women	15	Lead Burners	4
Hand and Machine Sievers—		Bottle and Jar Fillers ..	10
Men	16	Coolies—	
Women	12	Men	144
Hand and Machine Mixers and Pulverisers—		Women	58
Men	36		
Women	12		

TABLE NO. II.

Average Earnings and Attendance in the Chemical and Pharmaceutical Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Supervisors	T	1	100·0	6 13 8	185 0 0
Assistant Supervisors	T	6	75·3	1 15 8	39 3 8
Disintegrators and Decorticators ..	T	4	95·2	1 0 5	25 10 3
Grinding Machine Attendants ..	T	5	98·5	1 5 6	35 12 8
Edge Runners—Men	T	1	96·3	1 6 0	35 12 0
,, ,, Women	T	3	96·3	0 12 1	19 10 6
Hand and Machine Sievers—Men ..	T	13	92·0	0 14 8	22 13 4
,, ,, Women .	T	12	92·0	0 8 9	13 8 2
Hand and Machine Mixers and Pulverisers—Men	T	30	98·1	1 1 2	27 9 11
Hand and Machine Mixers and Pulverisers—Women	T	12	95·4	0 11 8	18 12 0
Tablet and Pill Making Machinemen..	T	10	96·3	1 3 4	31 3 3
Coating Pan Attendants	T	2	100·0	1 2 10	31 3 0
Vat Attendants—Men	T	6	81·5	0 13 5	18 7 4
,, ,, Women ..	T	2	90·7	0 9 6	14 8 6
Bandage Cutting, Rolling and Pressing Machinemen	T	3	98·7	0 11 10	18 15 8
Sulphur Burnermen	T	3	98·8	1 3 4	32 3 4
Tower Men	T	4	84·3	1 9 10	36 11 6
Cascademen	T	6	100·0	1 5 0	35 7 0
Processmen	T	24	96·5	1 1 1	27 11 11
Lead Burners	T	2	100·0	1 9 0	42 3 0
Coolies—Men	T	66	95·9	0 15 8	25 7 4
,, Women	T	58	91·1	0 9 11	15 7 5
Workers in Occupations Common to all Factories.					
Boiler Attendants—1st Class ..	T	3	100·0	3 1 5	83 5 4
,, ,, 2nd ,, ..	T	2	100·0	3 2 4	85 0 0
Firemen	T	3	100·0	1 4 0	33 12 0
Electric Motor Men	T	1	100·0	2 3 7	60 0 0
Superior Electrical Fitters ..	T	1	100·0	2 15 5	80 0 0
Furnacemen	T	3	69·1	0 13 8	15 15 10
Special Fitters	T	1	100·0	4 8 0	121 8 0
Superior ,, ...	T	1	100·0	2 12 0	74 4 0
Ordinary ,, ...	T	3	100·0	1 11 3	45 6 0
Motor and Lorry Drivers ..	T	7	100·0	2 1 5	62 6 10
Motor Cleaners	T	4	94·4	1 0 0	25 8 0
Superior Painters	T	1	100·0	2 3 7	60 0 0
Ordinary ,, ...	T	2	85·2	0 13 6	19 7 0
Superior Carpenters	T	5	94·8	2 5 8	60 3 7
Ordinary ,, ...	T	1	100·0	1 7 8	40 0 0
Sawyers	T	1	100·0	1 6 0	37 2 0
Masons	T	1	100·0	3 8 0	94 8 0
Packers, Wrappers and Labellers—Men	T	53	93·6	0 14 9	23 3 9
Packers, Wrappers and Labellers—Women	T	101	90·7	0 11 11	18 5 9

TABLE No. II—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Workers in Occupations Common to all Factories—contd.				Rs. a. p.	Rs. a. p.
Muccadams	T	9	99·2	2 3 3	58 15 5
Nawghanies	T	5	96·3	1 4 10	33 13 2
Mechanics' Assistants	T	3	100·0	1 4 0	33 12 0
Jamadars	T	1	100·0	1 2 4	31 0 0
Watchmen	T	9	100·0	0 14 3	26 0 0
Warehousemen	T	41	92·1	1 2 8	29 0 7
Watermen	T	1	100·0	0 12 5	21 0 0
Sweepers—Men	T	1	100·0	0 9 0	17 8 0
,, Women	T	1	100·0	0 8 11	15 0 0

TABLE NO. III.

Average Earnings and Attendance in the Chemical and Pharmaceutical Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Herb Cutters and Sorters—Men ..	T	1	96·7	0 5 7	10 2 0
,, ,, ,, —Women ..	T	2	71·7	0 4 1	5 7 3
Mortar and Pestle Men—Men ..	T	24	87·6	0 5 9	9 4 8
,, ,, ,, —Women ..	T	15	70·7	0 4 4	5 12 3
Hand and Machine Sievers ..	T	3	87·8	0 4 0	6 9 4
Hand and Machine Mixers and Pulverisers	T	6	73·9	0 5 7	7 12 0
Coating Pan Attendants	T	1	83·3	0 7 0	10 15 0
Furnacemen	T	17	85·3	0 11 5	17 15 8
Sulphur Burnermen	T	3	89·2	0 9 9	16 14 2
Towermen	T	3	83·9	1 0 10	27 6 2
Cascademen	T	3	86·0	0 12 11	21 8 9
Processmen	T	83	84·2	0 9 10	14 0 4
Lead Burners	T	2	70·4	2 2 6	40 15 5
Bottle and Jar Fillers	T	10	88·1	0 8 10	12 10 1
Coolies—Men	T	78	60·5	0 7 6	8 1 8
Workers in Occupations common to all Factories.					
General Maistries	T	1	70·0	2 0 0	42 0 0
Boiler Attendants, 2nd Class ..	T	1	100·0	1 6 1	42 12 6
Firemen	T	2	91·9	0 9 2	16 6 2
Superior Fitters	T	1	85·2	2 6 8	55 8 9
Ordinary Fitters	T	3	98·8	0 14 8	24 6 2
Motor and Lorry Drivers ..	T	2	91·7	1 7 11	41 2 8
Motor Cleaners	T	1	90·0	0 4 0	6 12 0
Ordinary Carpenters	T	4	61·3	1 1 6	18 8 11
Masons	T	1	100·0	1 13 5	49 11 0
Packers, Wrappers and Labellers—Men	T	40	81·7	0 10 3	14 7 2
Packers, Wrappers and Labellers—Women	T	6	93·9	0 5 8	9 15 0
Packers, Wrappers and Labellers—Children	T	4	47·2	0 4 2	3 4 11
Muccadams	T	4	100·0	1 2 0	33 12 0
Nawghanies	T	2	100·0	1 2 9	31 10 6
Jamadars	T	1	100·0	0 11 10	23 0 0
Watchmen	T	6	83·2	0 10 1	16 2 2
Sweepers—Men	T	1	100·0	0 7 1	13 12 9

SECTION VI.

The Aerated Water Manufacturing Industry.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE AERATED WATER MANUFACTURING INDUSTRY.

Although there are scores of aerated water factories all over the Province of Bombay, most of them have very small plants indeed and they employ very few hands. We find, therefore, that even in such large cities as Ahmedabad, Poona and Sholapur there are no aerated water factories employing a sufficient number of hands as to make it obligatory on them to register under the Indian Factories Act. All the factories in this industry that were registered under that Act in May 1934 were in Bombay City and they amounted to twelve in number employing between them 794 men and eleven women or 805 workers in all; and, information regarding wages was returned in the census forms for all but six of them. Employment in this industry varies according to seasons. It is highest in the summer when there is a big demand for cold drinks and it is lowest in winter when city dwellers are more likely to quench their thirst with such beverages as tea or coffee. Recruitment in the industry is mostly through muccadams; and the extent of labour turnover is fairly high consequent on the engagement and dismissal of large numbers of temporary hands. Table No. I printed at the end of this section gives the occupational distribution of the process workers employed in this industry in the census month.

Payment of Wages and Conditions of Employment.

In most concerns permanent hands have fixed rates of wages. For temporary hands, the wages offered vary according to demand and supply and the prevalent rates for the type of labour required. In order to promote regularity of attendance and to prevent workers leaving one factory to join another during the busy summer season most factories gave good attendance and seasonal bonuses. The English calendar month is the pay period in all factories and except for three concerns employing 68 workers in all which paid wages within eight days of the termination of the end of the month, the waiting period in the remaining nine concerns varied from eight days to thirty-seven days. Practically all concerns gave advances for which no interest was charged. Five concerns calculated pay from monthly rates on the basis of the number of working days in the month. In the remaining cases where the number of days in a month was the basis of calculation, pay for Sundays and holidays was given conditional on the Saturday or Monday or both having been put in. No concern in this industry had framed any standing orders to regulate the relations between the employers and the employed and fining was practically non-existent, lateness and absence being mostly dealt with by *pro-rata* cuts in wages. Apart from the granting of advances against earned wages, no concern in this industry had made any provision for superannuation benefits or for financial aid for the workmen.

Shifts, Hours of Work and Leave.

Aerated water factories in Bombay City normally work a day shift only but two factories reported that if the weather is unusually warm during any summer it is sometimes necessary to work a double shift in order to cope with the demand for aerated drinks. The following table sets out the frequencies of weekly hours of work in this industry in May 1934 :—

Frequencies of Weekly Hours of Work in the Aerated Water Industry.

Weekly Hours.	Number of Units.	Number of workers.	Percentage to total number of workers.
60	6	596	74·04
54	2	28	3·48
51	2	70	8·70
48	2	111	13·78
Total ..	12	805	100·00

The rest interval was of an hour's duration in eight factories, of an hour and a half in one factory and of two hours in three factories. Sunday was observed as the weekly holiday in five factories. The remaining seven factories worked throughout the census month and gave different batches of workers one day off every week by turns. Six concerns which worked a 60-hour week—the permissible maximum according to the Factories Act in force in May 1934—could not demand overtime from their process operatives; but in concerns where the weekly hours were below the statutory maximum overtime was often required in the hot season. Payment for overtime was made *pro-rata* the ordinary daily rates. Nine concerns granted no leave with pay. Two concerns gave one to two weeks leave with pay every year to permanent hands during the slack season, and another concern sometimes gave casual leave with pay if previous permission to remain absent was taken.

Welfare Work.

Accidents arising from frequent breakages of bottles are a common feature in the aerated water industry and all factories consequently keep adequate supplies of first aid requisites, but no concern had a dispensary during the census year. As far as housing is concerned, one concern employing 207 workers had built one chawl consisting of thirty tenements which were given rent free to those permanent hands who had put in the longest periods of service; and another concern provided rent free quarters to all its dozen odd operatives. Apart from the specific cases cited, no unit in this industry had made any provision for housing, recreation, medical aid or education for its operatives.

Wage Rates, Earnings and Attendance.

Nine concerns in this industry had no old records and were therefore not able to give any information regarding movements in wage rates. The remaining three concerns stated that reductions of 20 per cent., 12½ to 25 per cent., and one to two annas per day in the wages of unskilled labourers respectively had been made between 1932 and 1934. Table No. II printed at the end of this section gives the averages of percentage attendance and daily and monthly earnings of process operatives and workers in occupations common to all factories. The general averages of daily earnings in May 1934 were Rs. 1-0-3 for 788 men, thirteen annas for 11 women and Rs. 1-0-2 for all operatives. The figures of average percentage attendance were 91·1 for men, 100 per cent. for women and 91·2 for all operatives which gives a figure of 8·8 for the average percentage absence for the industry as a whole during the census month.

Table No. I.

Occupational Distribution of Process Workers in the Aerated Water Manufacturing Industry.

Occupation.	Number of workers.	Occupation.	Number of workers.
Supervisors ..	4	Filling Machinemen ..	82
Assistant Supervisors ..	7	Labelling Machinemen ..	9
Syrup Makers—			
Men	17	Hand Labellers ..	55
Women	2	Coolies—	
Hand Syrup Fillers ..	5	Men	180
Bottle Washing Machine Attendants.	91	Women	8

TABLE No. II.

Average Earnings and Attendance in the Aerated Water Manufacturing Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Supervisors	T	4	100·0	2 9 4	77 8 0
Assistant Supervisors	T	7	97·5	1 11 7	48 3 5
Syrup Makers—					
Men	T	17	97·0	1 1 7	29 3 7
Women	T	2	100·0	1 8 0	40 7 3
Hand Syrup Fillers	T	5	49·6	1 0 8	....*
Bottle Washing Machine Attendants ..	T	91	91·5	0 14 2	21 13 2
Filling Machinemen	T	82	94·9	1 0 5	26 3 7
Labelling Machinemen	T	9	84·4	0 11 4	16 2 2
Hand Labellers	T	55	88·3	0 12 5	18 7 5
Coolies—					
Men	T	180	86·0	0 13 1	19 10 8
Women	T	8	100·0	0 10 6	17 11 6
Workers in Occupations Common to all Factories.					
Cooling and Refrigeration Plant Attendants.	T	2	100·0	1 5 0	35 7 0
Ropemen	T	1	96·3	1 4 0	32 8 0
Special Fitters	T	1	100·0	4 1 2	110 0 0
Superior Fitters	T	3	98·8	2 6 11	68 1 0
Ordinary Fitters	T	5	98·5	1 7 3	38 10 3
Superior Motor Mechanics ..	T	3	88·2	2 5 11	59 4 8
Ordinary Motor Mechanics ..	T	1	92·6	1 12 10	45 0 0
Motor Lorry Drivers	T	64	92·8	1 12 6	50 5 3
Motor Cleaners	T	5	96·7	0 13 9	25 0 4
Superior Carpenters	T	3	100·0	2 1 3	61 10 8
Ordinary Carpenters	T	13	92·1	1 2 10	32 10 4
Muccadams	T	4	100·0	1 2 6	34 12 0
Nawghanies	T	2	100·0	1 1 7	34 0 0
Watchmen	T	11	100·0	0 13 2	24 14 7
Cartmen	T	216	92·5	0 14 3	24 8 10
Sweepers—					
Men	T	4	100·0	0 10 7	20 8 0
Women	T	1	100·0	0 11 3	19 0 0

*Omitted owing to low percentage attendance.

SECTION VII.

The Glass Manufacturing Industry.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE GLASS MANUFACTURING INDUSTRY.

There were three glass manufacturing factories in the Province of Bombay in the census year—one each in Bombay City, in Kandivlee in the Bombay Suburban, Thana, Kolaba and Ratnagiri area, and in Talegaon Dabhade in the Poona, Nasik and Ahmednagar area. The total number of workpeople employed in these factories in May 1934 was 777 of whom 718 were men, 56 women and 3 children. Most of the manufacturing processes in this industry require a great deal of personal skill and it is necessary therefore to recruit persons with a special aptitude for the type of work to be done. All labour is engaged through muccadams and new recruits are given special training. A sufficient number of spare hands is maintained in order to provide for casual absenteeism; and as far as permanent labour turnover is concerned, fourteen workers gave up their jobs in May 1934 which gives a labour turnover figure of a little over twenty per cent. per annum for the industry as a whole. Table No. I printed at the end of this section gives the occupational distribution of the process operatives employed in this industry.

Payment of Wages and Conditions of Employment.

Except for a few workers on the maintenance side of the industry who are paid fixed rates of wages and for fixed piece prices for certain processes, most time rates are dependant on the degree of skill of the individual concerned. All wage rates are consolidated and no allowances are given but the Paisa Fund Glass Works at Talegaon had a profit sharing scheme by which ten per cent. of the net profit was distributed annually amongst those workers who had been noted for having put in good attendance and efficient work. The concern at Kandivlee paid wages to its process workers bi-monthly and to its maintenance workers monthly with a waiting period of three to five days in both cases. In the other two concerns wages were paid monthly fifteen to twenty days after they fell due. The Talegaon factory gave no advances. The other two factories did but charged no interest. One factory calculated earnings from monthly rates on the basis of all the days in the month but gave no wages for Sundays and holidays. In the other two cases payment was made on the basis of the number of working days in the month. No concern had framed standing orders for its operatives and in two concerns no fining was resorted to. The third concern which inflicts occasional fines reported that no fines were inflicted in May 1934. Two concerns shut out operatives who were more than half an hour late and in the third concern lateness of half an hour to one hour was punished by marking the worker concerned absent for half the day. No concern had made any provision for superannuation benefits or financial aid.

Shifts, Hours of Work and Leave.

There are two types of furnaces in glass factories: one in which the mixture of sand together with other chemicals is heated in order to make molten glass; and the other where objects made of glass are baked in order to secure strength and finish. These two types are called muffle and kiln furnaces. The former require to be kept continuously alight whereas the latter have to be ignited several hours before work in a glass factory ordinarily commences. We find therefore that operatives in attendance on muffle furnaces are required to work in three shifts of eight hours each, the different shifts commencing work at 8 a.m., 4 p.m., and at midnight and changing over every week in such a manner as to give each shift a continuous spell of 32 hours rest once in every three weeks. Kiln furnacemen work in alternating relays of two shifts on a multiple shift system. A first batch works from 3 a.m. to 6 a.m., from 9 a.m. to noon and from 3 p.m. to 6 p.m., whilst a second batch works from 6 a.m. to 9 a.m. and from noon to 3 p.m., the batches changing over every day so that whilst the two batches have a 9-hour day and a 6-hour day on one day, the same batches work a 6-hour day and a 9-hour day respectively on the next day. Other process workers in glass factories in the Province of Bombay had a uniform 54-hour week in all factories. Two concerns gave single shift workers a rest interval of an hour whereas the third gave one of an hour and a half. Sunday was the normal closing day in two factories. In the third, Friday was observed as the weekly holiday for Muhammadan workers and Sunday for others. All workers in this factory were given an hour or two off by turns on Wednesdays in order to attend the local weekly bazar. No overtime was worked in two factories. One concern which occasionally required blowers and grinders to put in overtime paid them a half a day's wage for every period of three hours' work. No leave with pay was given by any concern in this industry.

Welfare Work.

All the three factories in this industry maintained adequate supplies of first aid requisites and one concern in addition kept stocks of quinine and some other household remedies. The concern in the Bombay Suburban, Thana, Kolaba and Ratnagiri area had provided 58 tenements for its upcountry workers and these were given free of rent. The same concern had made arrangements for a Hindu contractor to provide tea and light refreshments for the workers at the factory at reasonable prices. Apart from the particular cases cited no unit in this industry had made any arrangements for the welfare of its employees outside the factory.

Rates of Wages, Earnings and Attendance.

Two out of the three units in this industry had commenced operations a few years prior to the census year and they reported that there had been no changes in wage rates between the dates of their starting and 1934. The third unit was not able to give any useful information on wage movements. Full information regarding the average daily and monthly

carnings and average percentage attendance of the workers in the different occupations in this industry for the three areas in which glass factories in the Province of Bombay are situated will be found in Tables Nos. II to IV which are printed at the end of this section. The general averages of daily earnings in this industry in May 1934 were as set out in the following table:—

General Averages of Daily Earnings in the Glass Industry.

Areas.	General Averages of Daily Earnings of		
	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	0 12 8 (75)	0 6 11 (30)	0 11 1 (105)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 14 1 (346)	0 5 10 (8)	0 13 11 (354)
Poona, Nasik and Ahmednagar ..	0 8 8 (249)	0 6 3 (20)	0 8 6 (269)
Whole Province ..	0 11 10 (670)	0 6 6 (58)	0 11 5 (728)

The figures in the above table are self-explanatory and require no comment. The averages of percentage attendance for the same groups and areas in May 1934 were as follows :—

General Averages of Percentage Attendance in the Glass Industry.

Areas.	General Averages of Percentage attendance of		
	Men.	Women.	All adult operatives.
	Per cent.	Per cent.	Per cent.
Bombay City	83·6	80·1	82·6
Bombay Suburban, Thana, Kolaba and Ratnagiri.	78·4	79·3	78·4
Poona, Nasik and Ahmednagar ..	83·0	88·7	83·5
Whole Province ..	80·7	83·0	80·9

As in most of the smaller industries in the Province of Bombay so also in the glass manufacturing industry absenteeism is inordinately high and amounted to as much as 19·1 per cent.

TABLE NO. I.

Occupational Distribution of Process Workers in the Glass Manufacturing Industry.

Occupation.	No. of workers.
Supervisors	1
Mixers	2
Furnacemen and Kilnmen	27
Gatherers	107
Blowers	24
Grinders—Men	14
„ —Women	41
Spiral Stringers	14
Spiral Stringers' Helpers	13
Spiral Cutters	4
Counters	4
Glass Welders and Joiners	62
Cleaners and Butchers	6
Glass Decorators and Painters	95
Sorters	4
Muffle Furnacemen	13
Potters	6
Pot Makers	5
Paper Box Makers	17
Packers, Wrappers and Labellers	69
Coolies—Men	149
„ —Women	17
„ —Children	3

TABLE NO. II.

Average Earnings and Attendance in the Glass Manufacturing Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Supervisors	T	1	100·0	3 11 3	100 0 0
Furnacemen and Kilnmen ..	T	2	100·0	0 13 8	23 15 0
Gatherers	T	39	77·1	0 7 11	10 4 4
Blowers	T	11	92·3	1 5 7	33 9 7
Grinders—Women	T	30	80·1	0 6 11	9 5 0
Spiral Cutters	T	1	92·6	0 10 0	16 2 0
Packers, Wrappers and Labellers ..	T	1	100·0	1 10 8	45 0 0
Coolies—Men	T	16	85·3	0 8 8	14 4 2
Workers in Occupations common to all Factories.					
Firemen	T	2	92·6	1 10 10	41 14 6
Patternmakers	T	1	96·3	2 14 2	75 0 0
Watchmen	T	1	100·0	0 11 4	22 0 0

TABLE NO. III.

Average Earnings and Attendance in the Glass Manufacturing Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Mixers	T	2	100·0	1 5 3	34 8 0
Furnacemen and Kilnmen ..	T	10	86·5	1 3 1	26 13 9
Gatherers	T	24	84·8	1 0 5	22 9 10
Spiral Stringers	T	5	78·5	3 8 7	72 2 2
Spiral Stringers' Helpers	T	13	92·6	1 5 10	32 13 1
Spiral Cutters	T	3	61·5	1 1 7	17 9 7
Counters	T	4	80·8	0 12 3	16 2 1
Glass Welders or Joiners ..	P	62	74·8	0 9 4	11 5 4
Cleaners and Bunchers	T	6	73·1	0 12 0	14 3 8
Glass Decorators and Painters ..	P	95	83·0	1 0 2	21 13 9
Sorters	T	4	87·5	1 1 2	24 7 5
Muffle Furnacemen	T	13	83·1	1 3 9	26 10 8
Paper Box Makers	T	17	73·5	0 8 9	10 7 5
Packers, Wrappers and Labellers ..	T	68	64·9	0 6 5	6 12 11
Coolies—Men	T	10	90·0	0 12 3	17 13 9
,, —Women	T	8	79·3	0 5 10	7 9 0
Workers in Occupations common to all Factories.					
Oil Engine Drivers	T	1	100·0	1 8 7	40 0 0
Ordinary Blacksmiths	T	1	100·0	0 13 6	22 0 0
Hammermen	T	1	76·9	1 6 6	28 2 0
Motor and Lorry Drivers ..	T	1	100·0	2 4 11	60 0 0
Masons	T	1	96·2	1 2 7	29 0 0
Mucadams	T	1	100·0	1 6 9	37 0 0
Watermen	T	3	95·6	0 14 7	26 2 8
Sweepers—Men	T	1	80·0	0 10 10	16 4 0

TABLE NO. IV.

Average Earnings and Attendance in the Glass Manufacturing Industry in the Poona, Nasik and Ahmednagar Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Furnacemen and Kilnmen ..	T	15	90·1	0 12 2	18 7 6
Gatherers	T	44	82·0	0 7 7	10 7 2
Blowers	T	13	74·6	0 15 1	19 0 8
Grinders—Men	T	14	83·9	0 9 2	12 15 11
,, —Women	T	11	86·5	0 5 11	8 9 10
Spiral Stringers	T	9	88·9	0 6 9	10 2 7
Potters	T	6	63·6	0 12 8	13 9 4
Pot Makers	T	5	91·1	0 8 9	13 7 0
Coolies—Men	T	123	83·0	0 6 5	9 0 0
,, —Women	T	9	91·4	0 6 9	10 5 7
,, —Children	T	3	93·8	0 4 9	7 8 8
Workers in Occupations common to all Factories.					
Ordinary Carpenters	T	2	27·8	1 15 6	..*
Masons	T	1	100·0	2 0 7	55 0 0
Packers, Wrappers and Labellers ..	T	6	90·1	0 11 2	16 15 0
Muccadams	T	7	92·1	1 9 10	40 2 9
Watchmen	T	1	96·3	0 8 11	14 8 0
Cartmen	T	3	96·3	0 8 6	13 13 0

* Omitted owing to low percentage attendance.

SECTION VIII.

The Tobacco and Cigarette Manufacturing Industry.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE TOBACCO AND CIGARETTE MANUFACTURING INDUSTRY.

There were six tobacco and cigarette manufacturing factories in the Province of Bombay in May 1934 of which one was in Bombay City and the rest in the Bombay Suburban, Thana, Kolaba and Ratnagiri area. The numbers of workpeople employed in these factories were 50 men and 14 women, and 427 men and 176 women respectively making a total of 667 workers in all; and information regarding wages was returned in the census forms for all but two of them. Recruitment is mainly through foremen or muccadams. The extent of labour turnover in this industry is rather high as in May 1934 no fewer than 44 workers or 6·60 per cent. of the total number employed gave up their jobs. Table No. I printed at the end of this section gives the occupational distribution of the process workers employed in the industry.

Payment of Wages and Conditions of Employment.

Workers in the maintenance and the power departments in the different factories in this industry have fixed rates of wages. The rates paid to process workers vary according to personal skill and aptitude. All rates are consolidated and no allowances or bonuses of any kind are paid. The English calendar month was the pay period in all factories; and in no case had the workers to wait for more than ten days for the payment of their due wages. Four concerns gave advances for which no interest was charged. Earnings from monthly rates of wages were calculated on the basis of the number of working days in the month in two factories; and in the remaining concerns attendance had to be put in on the day preceding or succeeding a holiday before a hypothetical wage for a closed day could be earned. As was the case in most of the other smaller industries in the Province of Bombay, no concern in this industry had framed any standing orders or rules for the guidance of the operatives, but two concerns reported that fines were inflicted—in one case according to the seriousness of the offence and in the other up to a maximum limit of one rupee per offence. Fines were appropriated to the credit of the wages account and in May 1934 five workers were fined Rs. 4–8–0 in all. Three concerns shut out late comers after periods of grace of fifteen minutes to half an hour. Lateness and temporary absence in all concerns except one was punished by *pro rata* cuts in wages. This concern reported that two days' wages were cut for each day's absence. No unit in this industry had made any provision for superannuation or financial aid for the benefit of its workpeople.

Shifts, Hours of Work and Leave.

All units in this industry worked one shift per day in May 1934. The following table sets out the frequency of weekly hours of work in the industry during the census month:—

Frequency of Weekly Hours of Work.

Weekly Hours of Work.	Number of Units.	Number of Workers.	Percentage to Total.
50	1	64	9·59
51	1	26	3·90
54	2	198	29·69
57	1	103	15·44
60	1	276	41·38
Total ..	6	667	100·00

The rest period was uniformly one of an hour given mostly at noon. Sunday was the weekly closing day in all concerns but one factory gave a half day off in addition on Saturdays. One concern in this industry had liberal leave with pay rules. All chargemen and departmental heads are granted sick leave with pay up to a month in each year and in the case of workmen all general and sectional holidays are given with pay. Women workers, in addition, get leave for three or four days every month during their monthly periods. Another concern reported that leave with pay is granted "according to the seriousness and importance of each case". In all other cases leave is granted without pay but one concern stated that if a worker did not resume duty on the conclusion of the period of his leave he was liable to forfeit the lien on his appointment.

Welfare Work.

Four concerns reported that they kept a few household remedies on the factory premises and had made arrangements for medical attendance for their workers when necessary. One concern stated that free housing was provided for its watchmen and scavengers. Apart from the specific instances cited, no provision had been made by any unit in this industry for the welfare of its employees within or outside the factory.

Rates of Wages, Earnings and Attendance.

One large cigarette factory which has been in operation in the Province of Bombay since 1914 reported that wage rates in 1934 were over 50 per cent. higher than in the pre-war year. The other concerns in this industry which had been started much later reported that there had been no material changes in rates since they had commenced operations and that such changes as had been effected were due either to increases which had been granted to individuals on grounds of seniority or improvement in efficiency or to the recruitment of new hands on rates of wages which were lower than those paid to the more experienced workers who had left. Tables Nos. II and III which are printed at the end of this section give the averages of percentage attendance and daily and monthly earnings of the workers in the different occupations in this industry. The general averages of daily earnings in May 1934 were as follows :—

General Averages of Daily Earnings in the Tobacco and Cigarette Manufacturing Industry.

Areas.	General Averages of Daily Earnings of		
	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 4 3	0 7 3	1 1 8
	(42)	(14)	(56)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 10 3	0 6 2	0 9 1
	(433)	(176)	(609)
Whole Province	0 10 11	0 6 2	0 9 7
	(475)	(190)	(665)

It is of interest to observe that whilst women workers in this industry in Bombay City earned about an anna a day or about 18 per cent. more than those in the Bombay Suburban, Thana, Kolaba and Ratnagiri area, the earnings of men amounted to about double as much. The general average for all workers in this industry amounted to only nine annas and seven pies per day.

As far as attendance is concerned the general averages of percentage attendance for all workers in this industry in the Province of Bombay in May 1934 were 79·0 for men, 75·8 for women and 78·1 for all adult operatives which gives a figure of 21·9 per cent. for average absence in the industry as a whole.

TABLE No. I.

Occupational Distribution of Workers in the Tobacco and Cigarette Manufacturing Industry.

Occupation.	Number of workers.	Occupation.	Number of workers.
Leaf Handlers and Strippers—		Hand Cigarette Makers—	
Women ..	160	Men	45
Leaf Blenders ..	8	Women	1
Leaf Cutters and Driers ..	40	Packers, Wrappers and Labellers—	
Cigarette Making Machine Operators ..	11	Men	253
Tobacco Feeders and Cigarette Sorters and Sifters ..	34	Women	28
Drying Room Attendants ..	8	Coolies—	
		Men ..	20
		Women	1

TABLE No. II.

Average Earnings and Attendance in the Tobacco and Cigarette Manufacturing Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Leaf Handlers and Strippers—Women.	T	13	38·7	0 6 11	4 8 2
Leaf Cutters and Driers ..	T	7	70·9	1 0 4	19 9 0
Cigarette Making Machine Operators ..	T	2	100·0	4 1 2	110 0 0
Tobacco Feeders and Cigarette Sorters and Sifters	T	5	60·0	0 10 10	10 15 10
Hand Cigarette Makers	P	14	47·4	1 5 1	16 13 8
Packers, Wrappers and Labellers ..	T	13	52·7	0 15 2	13 7 11
Coolies—Women	T	1	100·0	0 8 11	15 0 0
Workers in Occupations common to all Factories.					
Chokras or Odd Jobs Boys ..	T	1	100·0	0 7 1	12 0 0

TABLE No. III.

Average Earnings and Attendance in the Tobacco and Cigarette Manufacturing Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Leaf Handlers and Strippers—Women	T	147	76·3	0 6 3	8 0 5
Leaf Blenders	T	8	82·9	0 12 4	17 3 2
Leaf Cutters and Driers ..	T	33	85·1	0 11 4	16 3 8
Cigarette Making Machine Operators..	T	9	96·3	1 14 2	49 0 2
Tobacco Feeders and Cigarette Sorters and Sifters	T	29	84·8	0 7 2	10 3 6
Drying Room Attendants ..	T	8	70·8	0 8 7	10 4 2
Hand Cigarette Makers—Men ..	P	31	92·1	1 4 10	32 6 10
Women ..	P	1	96·3	1 0 1	26 2 7
Packers, Wrappers and Labellers—					
Men	T	240	76·6	0 6 9	8 11 2
Women	T	28	89·2	0 5 5	8 2 3
Coolies—Men	T	20	75·9	0 7 10	10 0 5
Workers in Occupations common to all Factories.					
General Maistries	T	1	100·0	4 10 1	125 0 0
Oil Engine Drivers	T	1	92·6	1 5 0	32 13 0
Boiler Attendants—2nd Class ..	T	1	100·0	1 7 8	40 0 0
Hoistmen	T	1	88·9	0 7 10	11 11 9
Soldermen	T	4	88·0	1 1 10	26 6 7
Tin Seamers and Exhausters ..	T	16	85·0	0 8 2	11 11 1
Superior Fitters	T	1	81·5	2 3 2	48 6 0
Ordinary ,, ...	T	4	99·1	1 1 1	28 9 0
Ordinary Carpenters	T	12	86·4	0 15 3	22 4 7
Muccadams	T	4	88·0	1 8 11	37 0 0
Watchmen	T	5	100·0	0 15 1	25 6 5
Warehousemen	T	3	98·8	0 8 6	14 3 3
Sweepers—Men	T	2	96·3	0 9 7	15 9 10

SECTION IX.

The Flour Milling Industry.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE FLOUR MILLING INDUSTRY.

There were thirteen flour milling factories in the Province of Bombay in May 1934. The total number of work-people employed in these factories was 641 of whom 596 were men and the rest women. The distribution of these factories together with the numbers employed over the areas into which the Province was divided for the purposes of the General Wage Census was as follows :—

Distribution of Flour Milling Factories and Numbers Employed.

Areas.	Number of Factories.	Numbers of workers employed.		
		Men.	Women.	Total.
Bombay City	7	393	38	431
Ahmedabad City	3	149	5	154
Ahmedabad, Kaira and Panch Mahals.	1	39	2	41
Poona, Nasik and Ahmednagar	2	15	....	15
Whole Province ..	13	596	45	641

There are no particular problems connected with the employment of labour in the flour milling industry. Labour in most cases was reported to be plentiful and was easily recruited at the gates of the factories as required. As compared with most other industries the extent of labour turnover is not so high and in May 1934 only 14 workers were reported to have permanently given up their jobs. This gives a turnover of 2·18 per cent. per month for the industry as a whole. Temporary substitutes are mainly employed in connexion with internal transport which is of a rather heavy character and 37 *badlis* were employed in place of casual absentees during the census month. Table No. I printed at the end of this section gives the occupational distribution of the process workers employed in this industry.

Payment of Wages and Conditions of Employment.

Six concerns reported that they had fixed rates of wages. In the case of the remainder, rates were varied according to demand and supply, the extent of personal efficiency in the individual concerned and the rates paid in adjoining factories for similar types of work. All rates of wages are consolidated and no allowances are paid but two concerns give an annual bonus which is dependant on profits. In most years all

workers who have put in more then five years' service get one month's pay and those who have put in one to five years get half a month's pay. Nine concerns reported that no overtime was worked. Payment for overtime in concerns where workers are asked to put in extra time is made on the basis of ten hours' pay for six hours' overtime which is equivalent to a time and two-thirds as against the usual time and a quarter paid in most other factories. The English calendar month is the universal pay period throughout the industry except in one concern which paid wages weekly to ten workers only. The duration of the waiting period during the census month was mostly under ten days and only two concerns employing 228 workers reported that wages were disbursed fifteen days after they fell due. All concerns gave advances against earned wages but no interest was charged in any case. As far as the question of calculating earnings from monthly rates of pay is concerned, only two factories reported that this was done on the basis of the number of working days in the month. In the remaining eleven cases the number of days in the month was the basis of calculation and all sorts of conditions were attached to the earning of a hypothetical pay for Sundays and holidays. These ranged from no pay for Sundays to payment for all the Sundays in a month only if a worker put in full attendance without any absence. Only one concern in this industry had framed conduct rules and these were printed at the back of the time cards given to the workers. Eleven concerns reported that they did not resort to fining. In the two concerns where occasional fines were inflicted only for serious offences there was no fining in May 1934. In most cases late comers are shut out after varying periods of grace and in others *pro rata* cuts are made for lost time in the same way as pay is cut for absent days. No concern in this industry had made any provision for superannuation benefits or financial aid other than the granting of advances against earned wages.

Shifts, Hours of Work and Leave.

Four concerns in this industry worked two shifts of ten hours each in May 1934. The hours of work were so arranged as to give rest intervals of two hours to each shift after every period of five hours' work in three concerns, and a rest interval of one hour to day shift workers and of an hour and a half to night shift workers in one concern. In two of these four concerns, women employed on the day shift were permitted to start work one hour later than men and they were given a rest interval of an hour and a half. Except for these women workers who had a 51-hour week, working hours in all factories in this industry during the census month amounted to 60 hours a week. Sunday was observed as the weekly holiday in twelve concerns and Friday in one concern. Ten concerns granted no leave with pay to any of their workpeople. Two concerns gave one month's leave with pay every year to all men employed on monthly rates of wages. One concern reported that "leave with pay up to about one month in a year is sometimes granted at the discretion of the proprietor ".

Welfare Work.

There is very little indeed to report about the welfare activities undertaken by employers in the flour milling industry. Seven concerns reported that a few first aid requisites were maintained and one factory stated that six of its watchmen were provided with rent free quarters. One employer in Bombay City who personally owns a chawl containing eight tenements stated that workers in his factory who desired to reside in this chawl were permitted to do so at preferential rents but that very little advantage was taken of the concession offered. Apart from the few stray instances cited no employer in this industry has done anything for the housing, recreation or the general welfare of his employees.

Rates of Wages, Earnings and Attendance.

Two factories which were in existence in 1914 and which had old records available reported that wage rates in 1934 were 10 to 25 and 60 to 70 per cent. higher than in the pre-war year. Two factories which were started in 1927 and 1932 respectively stated that there were no changes in the rates paid between the dates of their starting and the census year. One concern stated that a reduction of 12½ per cent. was made in 1933 and another effected a cut of ten per cent. in 1934 in the wages of those workers whose monthly earnings amounted to more than Rs. 50 per month. Two concerns stated merely that wage rates had been increased in the last few years but they were not able to give any further information on the subject. Tables Nos. II to V which are printed at the end of this section give the averages of percentage attendance and daily and monthly earnings of both process operatives and workers in occupations common to all factories in this industry in the four territorial areas of the Province where flour milling factories are to be found. The following table gives the general averages of daily earnings of all operatives in all occupations in this industry :—

General Averages of Daily Earnings in the Flour Milling Industry.

Areas.	Average Daily Earnings.		
	Men.	Women.	All Operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 4 7 (380)	0 10 1 (39)	1 3 8 (419)
Ahmedabad City	0 13 10 (154)	0 8 8 (5)	0 13 8 (159)
Ahmedabad, Kaira and Panch Mahals.	0 9 11 (36)	0 6 0 (2)	0 9 9 (38)
Poona, Nasik and Ahmednagar ..	0 9 11 (20)	....	0 9 11 (20)
Whole Province ..	1 1 11 (590)	0 9 10 (46)	1 1 4 (636)

It will be noticed that the general averages of earnings for men were nearly seven annas per day more in Bombay City than in Ahmedabad and more than double those in the other two areas. All workers in this industry earned on an average Rs. 1-1-4 per day which is the highest among all the industries so far studied in this report.

The following table sets out the general averages of percentage attendance in the flour milling industry in May 1934.

General Averages of Percentage Attendance in the Flour Milling Industry.

Areas.	General Averages of Percentage Attendance.		
	Men.	Women.	All adult operatives.
	Per cent.	Per cent.	Per cent.
Bombay City	91·7	90·6	91·6
Ahmedabad City	84·1	82·7	84·1
Ahmedabad, Kaira and Panch Mahals.	80·7	53·7	79·2
Poona, Nasik and Ahmednagar ..	95·3	....	95·3
Whole Province ..	89·2	88·1	89·1

The figures in the above table are self-explanatory and require no comment. The average absence for the industry as a whole amounted to 10·9 per cent. during the census month.

Table No. I.

Occupational Distribution of Process Workers in the Flour Milling Industry.

Occupation.	No. of workers.
Overseers	15
Bakers	2
Washermen	14
Whizzermen	3
Dryermen	5
Cleaners—Men	70
—Women	6
Rollermen	31
Power Grinding Machinemen	17
Purifiermen	13
Plansiftermen	10
Silkmen	13
Sievemen	5
Silkmen and Sievemen	12
Husking Machine Attendants	2
Dal-making Machine Attendants	4
Coolies—Men	110
„ —Women	18

TABLE NO. II.

Average Earnings and Attendance in the Flour Milling Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Overseers	T	14	92·3	2 7 1	60 13 9
Bakers	T	2	100·0	0 15 8	26 8 0
Washermen	T	9	95·5	1 2 1	29 0 0
Whizzermen	T	3	82·7	1 0 0	22 5 4
Dryermen	T	5	92·6	1 1 1	26 11 8
Cleaners	T	33	92·7	1 0 0	25 1 5
Rollermen	T	14	91·5	1 6 6	34 9 5
Power Grinding Machinemen ..	T	6	100·0	1 0 9	28 5 4
Purifiermen	T	9	91·3	1 0 5	25 2 7
Plansiftermen	T	9	90·9	1 1 0	26 0 0
Silkmen and Sievemen	T	12	82·6	1 4 0	27 10 7
Coolies—Men	T	84	93·9	0 15 8	25 4 0
—Women	T	18	92·7	0 9 2	14 3 2
Workers in Occupations Common to all Factories.					
General Maistries	T	1	80·8	4 4 2	89 7 0
Steam Engine Drivers	T	1	100·0	2 12 5	75 0 0
Boiler Attendants—1st Class ..	T	1	100·0	1 10 8	45 0 0
—2nd Class ..	T	1	96·3	1 10 8	43 5 3
Firemen	T	5	96·3	1 5 0	34 2 1
Oilmen	T	18	93·6	1 1 4	27 6 5
Ropemen	T	4	100·0	1 11 4	46 2 1
Electric Motormen	T	1	88·5	1 0 6	23 12 0
Superior Wiremen	T	1	100·0	3 2 4	85 0 0
Ordinary Wiremen	T	3	96·3	1 4 11	34 0 0
Fitter Maistries	T	1	51·9	9 4 7	130 0 0
Special Fitters	T	1	88·9	5 0 0	120 0 0
Superior ,, ...	T	9	87·8	2 14 10	70 4 5
Ordinary ,, ..	T	3	96·3	1 8 5	39 10 0
Motor and Lorry Drivers ..	T	2	96·3	2 15 8	77 8 0
Motor Cleaners	T	1	100·0	1 1 9	30 0 0
Superior Painters	T	1	100·0	2 3 7	60 0 0
Ordinary ,, ...	T	1	96·3	1 12 0	45 8 0
Carpenter Maistries	T	1	100·0	6 7 8	175 0 0
Superior Carpenters	T	9	83·5	2 9 1	57 10 8
Ordinary ,, ...	T	3	96·4	1 10 11	45 6 8
Ordinary Tailors	T	1	88·9	1 12 3	42 6 0
Mochis	T	4	53·7	1 4 2	18 4 0
Weighers	T	4	94·3	1 0 4	25 9 3
Packers, Wrappers and Labellers ..	T	38	92·6	1 2 0	28 0 9
Ordinary Apprentices	T	1	100·0	1 0 0	27 0 0
Muccadams	T	4	86·2	1 6 1	34 9 0
Nawghanies	T	21	85·6	1 5 10	32 2 7
Mechanics' Assistants	T	5	95·6	0 15 11	25 11 2
Watchmen	T	10	93·2	0 12 7	22 11 4
Gunnybag Sewers	T	6	91·9	1 1 5	26 14 6
Warehousemen	T	1	100·0	1 13 8	50 0 0
Washermen	T	1	100·0	1 0 7	28 0 0
Sweepers—Men	T	16	90·4	0 12 1	18 9 4
—Women	T	21	88·7	0 10 11	16 6 5

TABLE NO. III.

Average Earnings and Attendance in the Flour Milling Industry in the Ahmedabad City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Overseers	T	1	100·0	1 3 7	33 0 0
Washermen	T	5	82·2	0 11 11	16 9 4
Cleaners—Men	T	31	75·6	0 9 9	12 7 2
,, Women	T	4	77·8	0 9 0	11 13 0
Rollermen	T	13	86·9	0 14 5	21 2 5
Power Grinding Machinemen ..	T	1	100·0	0 12 9	21 8 3
Purifiermen	T	4	88·9	0 11 3	16 14 6
Silkmen	T	11	79·8	0 12 5	16 11 0
Sievemen	T	2	87·0	0 10 5	15 5 0
Dal-making Machine Attendants ..	T	4	91·7	0 14 4	22 3 2
Coolies—Men	T	15	83·7	0 12 1	17 1 3
Workers in Occupations Common to all Factories.					
Steam Engine Drivers	T	4	92·6	1 0 11	26 6 4
Boiler Attendants, 2nd Class ..	T	3	100·0	1 12 5	50 5 4
Firemen	T	4	89·8	1 0 6	25 0 5
Oilmen	T	4	89·8	0 12 0	18 2 3
Blacksmith Maistries	T	1	100·0	3 4 5	88 8 0
Superior Blacksmiths	T	2	92·6	2 4 0	56 3 11
Ordinary ,, ...	T	2	98·1	1 0 8	27 10 5
Superior Fitters	T	1	100·0	2 2 4	58 0 0
Ordinary ,, ...	T	1	40·7	1 2 7	12 12 3
Superior Carpenters	T	1	88·9	2 4 0	54 0 0
Ordinary ,, ...	T	2	92·3	1 11 11	43 10 5
Weighmen	T	22	81·0	0 12 3	16 12 5
Nawghanies	T	4	79·6	0 11 8	15 11 7
Jamadars	T	1	100·0	0 12 11	25 0 0
Watchmen	T	11	86·5	0 10 1	16 13 6
Gunnybag Sewers	T	3	97·5	0 15 6	25 7 8
Watermen—Men	T	1	100·0	0 7 9	15 0 0
,, Women	T	1	100·0	0 7 9	15 0 0

TABLE No. IV.

Average Earnings and Attendance in the Flour Milling Industry in the Ahmedabad, Kaira and Panch Mahals Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Cleaners—Men	T	6	86·4	0 9 0	13 1 4
—Women	T	2	53·7	0 6 0	5 7 6
Rollermen	T	2	75·9	0 10 1	12 15 3
Silkmen	T	2	87·0	0 10 6	15 5 9
Sievemen	T	2	75·9	0 9 3	11 14 5
Coolies	T	11	86·5	0 8 0	11 11 8
Workers in Occupations Common to all Factories.					
Ordinary Blacksmiths	T	1	85·2	1 1 10	25 10 3
Hammermen	T	1	100·0	0 8 11	15 0 0
Ordinary Carpenters	T	1	63·0	1 12 8	30 7 0
Nawghanies	T	2	87·0	1 1 5	25 9 9
Watchmen	T	8	66·7	0 8 5	9 7 7

TABLE No. V.

Average Earnings and Attendance in the Flour Milling Industry in the Poona, Nasik and Ahmednagar Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Rollermen	T	2	100·0	0 7 0	11 13 0
Power Grinding Machinemen ..	T	10	92·0	0 11 0	16 11 2
Plansiftermen	T	1	100·0	0 7 0	11 13 0
Sievemen	T	1	100·0	0 7 0	11 13 0
Husking Machine Attendants	T	2	92·6	0 6 11	10 13 3
Workers in Occupations Common to all Factories.					
Oil Engine Drivers	T	2	100·0	1 0 2	26 12 0
Oilmen	T	1	100·0	0 7 0	11 13 0
Watchmen	T	1	100·0	0 9 0	17 [illegible] 0

SECTION X.

The Paper Manufacturing Industry.

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WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE PAPER MANUFACTURING INDUSTRY.

There are only two paper manufacturing factories in the province of Bombay, of which one employing 56 men and 56 women is situated in Bombay City and the other employing 313 men, 195 women and 3 children is situated at Mundhwa near Poona. The total number of workers employed in this industry in May 1934 was 623, of whom 369 were men, 251 women and 3 children. Recruitment of labour in the industry is through muccadams. No substitutes are employed in temporary vacancies; and the total number of workers who gave up their jobs during the census month was 33, which gives the remarkably high figure of 5·3 per cent. per month or 63·6 per cent. per annum for labour turnover in this industry. Table I printed at the end of this section gives the occupational distribution of process operatives employed in the industry.

Payment of Wages and Conditions of Employment.

Except for the workers in the maintenance and mechanical departments who are on fixed rates of wages, the wages paid to process workers fluctuate from time to time and depend on demand and supply. All rates are consolidated and no allowances or bonuses of any kind are paid. No overtime is worked in the process departments. Except for 55 workers in the Mundhwa factory who were paid bi-monthly, all the remaining workers were paid on the basis of the English calendar month. The waiting period in the case of bi-monthly paid workers was four days, and for the monthly paid workers sixteen to twenty days. Advances against earned wages are given twice a month and no interest is charged. Rates are predominantly daily rates, and the workers are paid *pro-rata* for the number of days actually worked.

As far as discipline is concerned, every worker in both these factories is given an attendance card on the back of which simple conduct rules are printed. Unauthorised absence and late attendance are dealt with by fines. The fines were only of a nominal character, and a total amount of Rs. 28-6-9 was recovered in May 1934 in 150 cases. Neither of the two concerns had made any provision for superannuation benefits or financial aid.

Shifts, Hours of Work and Leave.

The Mundhwa factory worked continuously for six days in the week during the census month with two shifts from 7 a.m. to 7 p.m. and from 7 p.m. to 7 a.m. with rest intervals of two hours to each batch of workers given by turns. Fifty-five women workers in the same factory had an eight-hour day from 8 a.m. to noon and from 1 p.m. to 5 p.m. The remaining 140 women employees worked a ten-hour day from 7 a.m. to noon and from 1 p.m. to 6 p.m. Men in the mechanical departments who were not on double shift worked a single day shift of ten hours.

In the Bombay factory men had a ten-hour day and women a 9½-hour day, but the hours of work for machine attendance were from 7 a.m. to 9 p.m. with rest intervals of four hours given by turns. Sunday was uniformly observed as the weekly holiday in both factories. Both concerns in this industry gave a few days' leave with pay and sick leave with half pay in deserving cases.

Welfare Work.

The Mundhwa factory had provided 132 tenements and the Bombay factory 19 tenements for the housing of their labour. In both cases no rents were charged. The Mundhwa factory maintained a fully equipped dispensary which was attended by a part-time qualified doctor every working day and it also had a creche with two nurses for the benefit of its women employees. The same concern had also provided a preparatory school in the precincts of the factory both for the workers and their children. It was reported that none of the workers took advantage of this facility, but the daily average attendance of the children was 17 boys and 22 girls. Apart from the provision of a few first-aid requisites, the Bombay factory had made no provision for the welfare of its labour.

Rates of Wages, Earnings and Attendance.

Both concerns in this industry reported that the rates of wages of workers in the maintenance and mechanical departments were 25 to 150 per cent. higher than what they were in the pre-war year. Full information regarding the average daily and monthly earnings and average percentage attendance of the workers in the different occupations in this industry for the two areas in which the paper factories in the Province of Bombay are situated will be found in Tables Nos. II and III which are printed at the end of this section. The general averages of daily earnings in this industry in May 1934 were as set out in the following table :—

General Averages of daily earnings in the Paper Manufacturing Industry.

Areas.	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 3 0 (54)	0 6 1 (56)	0 12 10 (110)
Poona, Nasik and Ahmednagar ..	0 14 0 (308)	0 4 6 (204)	0 10 5 (512)
Whole Province ..	0 14 10 (362)	0 4 10 (260)	0 10 11 (622)

The figures in the above table are self-explanatory and require no comment. The general averages of percentage attendance for the same groups and areas in May 1934 were as follows :—

General Averages of percentage attendance in the Paper Manufacturing Industry.

Areas.	Men.	Women.	All adult operatives.
Bombay City	88·5	80·0	84·2
Poona, Nasik and Ahmednagar	83·6	82·3	83·1
Whole Province ..	84·3	81·8	83·3

It will be noticed that the general percentage absenteeism for the whole industry amounted to as much as 16·7 per cent. during the census month.

Table No. I.

Occupational Distribution of Process Workers in the Paper Manufacturing Industry.

Occupation	Numbers of workers.
Head Jobbers	10
Jobbers	16
Waste Paper and Paper Sorters : Women	247
Beater Attendants	23
Sizers	2
Rag Boiler Attendants	1
Kneader Attendants	9
Chopper Attendants	5
Rosin Boilers	3
Paper Making Machine Attendants	36
Finishers	23
Pressmen	2
Cutters	33
Counters	1
Binders	5
Ruling Machinemen	2
Felt Washers	2
Coolies : Men	61
Coolies : Women	7

TABLE NO. II.

Average Earnings and Attendance in the Paper Manufacturing Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Workers.					
Head Jobbers	T	3	100·0	2 4 0	69 12 0
Jobbers	T	4	98·1	1 2 8	30 15 3
Waste Paper and Paper Sorters—Women	T	55	79·5	0 6 1	8 1 11
Beater Attendants	T	4	79·6	0 13 1	17 9 0
Rosin Boilers	T	1	96·3	0 14 0	22 12 0
Paper Making Machine Attendants ..	T	6	83·3	0 12 9	17 15 8
Finishers	T	4	87·0	0 13 1	19 3 2
Cutters	T	3	100·0	0 13 4	22 8 0
Counters	T	1	96·3	1 6 0	35 12 0
Binders	T	1	96·3	0 13 0	21 2 0
Coolies—Men	T	6	61·1	0 13 1	13 8 0
Workers in Occupations Common to all factories.					
General Maistries	T	1	100·0	3 8 0	108 8 0
Oil Engine Drivers	T	1	96·3	1 2 0	29 4 0
Boiler Attendants: 1st Class ..	T	1	100·0	2 2 7	67 0 0
Firemen	T	1	100·0	1 2 0	30 6 0
Oilmen	T	5	98·5	1 0 0	26 12 5
Superior Machinists	T	1	92·6	2 4 0	56 4 0
Superior Blacksmiths	T	1	96·3	2 0 0	52 0 0
Hammermen	T	1	92·6	1 0 0	25 0 0
Ordinary Fitters	T	1	96·3	1 14 0	48 12 0
Ordinary Carpenters	T	2	94·4	1 6 8	36 1 6
Ordinary Apprentices	T	2	48·1	0 9 4	..*
Muccadams	T	1	100·0	1 2 0	30 6 0
Watchmen	T	3	100·0	0 14 10	28 10 8
Sweepers—Women	T	1	100·0	0 6 2	12 0 0

* This figure has been omitted owing to low percentage attendance.

TABLE No. III.

Average Earnings and Attendance in the Paper Manufacturing Industry in the Poona, Nasik and Ahmednagar area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Head Jobbers	T	7	86·2	2 4 11	61 9 3
Jobbers	T	12	86·8	1 2 3	30 11 1
Waste Paper and Paper Sorters—Women	T	180	81·8	0 4 4	5 9 3
Waste Paper and Paper Sorters—Women	P	12	81·7	0 6 2	7 13 10
Beater Attendants	T	19	82·3	0 8 11	12 5 7
Sizers	T	2	85·2	0 9 0	12 15 0
Rag Boiler Attendants	T	1	55·6	0 7 3	6 12 6
Kneader Attendants	T	9	90·9	0 7 9	11 14 11
Chopper Attendants	T	5	85·6	0 10 4	13 12 7
Rosin Boilers	T	2	87·0	0 10 6	15 6 9
Paper Making Machine Attendants ..	T	30	78·1	0 10 3	13 8 2
Finishers	P	19	89·1	1 8 9	37 2 8
Pressmen	P	2	76·0	1 11 8	32 14 0
Cutters	T	30	73·0	0 6 8	8 2 9
Binders	T	4	76·0	0 8 9	10 6 0
Ruling Machinemen	P	2	78·0	0 12 0	14 10 0
Felt Washers	T	2	87·0	0 8 1	11 13 0
Coolies—Men	T	55	75·6	0 7 10	9 1 10
,, —Women	T	7	84·8	0 5 0	8 3 5
Workers in Occupations common to all Factories.					
Chargemen	T	1	96·8	5 9 1	167 0 0
General Maistries	T	1	100·0	1 5 5	38 12 0
Boiler Attendants—1st Class ..	T	2	100·0	2 2 6	66 13 6

TABLE NO. III—*contd.*

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Workers in Occupations common to all Factories—contd.				Rs. a. p.	Rs. a. p.
Engine. Boiler and Machine Cleaners..	T	9	90·5	0 8 6	12 14 11
Firemen	T	12	86·4	0 12 5	18 2 5
Oilmen	T	14	87·0	0 10 0	14 11 11
Hoistmen	T	2	92·6	0 8 5	13 3 5
Patternmakers	T	1	96·3	2 2 8	56 5 0
Ordinary Moulders	T	1	92·6	1 7 6	36 12 0
Superior Machinists	T	2	98·1	2 11 10	72 10 0
Ordinary Blacksmiths	T	2	94·4	1 4 0	32 0 0
Hammermen	T	2	90·7	0 9 0	13 13 6
Fitter Maistries	T	1	96·8	4 0 0	120 0 0
Superior Fitters	T	1	92·6	2 12 0	68 12 0
Ordinary Fitters	T	6	90·7	1 7 0	35 3 6
Ordinary Carpenters	T	3	88·9	1 8 3	36 6 4
,, ,, ...	P	1	88·0	1 9 8	35 4 0
Masons	T	4	75·0	1 4 11	26 7 6
Ordinary Apprentices ..	T	2	100·0	0 8 0	13 8 0
Muccadams	T	5	93·3	0 15 5	24 4 1
Naikins	T	2	92·0	0 6 10	9 13 0
Mechanics' Assistants	T	2	96·3	0 10 6	17 0 0
Jamadars	T	1	41·9	0 12 0	..*
Watchmen	T	13	93·5	0 8 9	15 14 3
Cartmen	T	13	92·6	1 7 10	34 7 10
Chokras (Children)	T	3	80·0	0 2 8	3 6 1
Watermen	T	3	97·8	0 10 4	19 9 8
Sweepers—Men	T	3	91·4	0 8 0	14 2 0
,, —Women	T	3	100·0	0 4 8	9 0 8

*Omitted owing to low percentage attendance.

SECTION XI.

Dairying, Biscuit and Sweet Manufacturing Industry.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE DAIRYING, BISCUIT AND SWEET MANUFACTURING INDUSTRY.

With the exception of three or four factories in this group whose activities are solely confined to the manufacture of biscuits or sweets or butter, there are quite a number of factories which manufacture both butter and biscuits, or biscuits and sweets, or all three. The total number of factories in this group which were registered under the Indian Factories Act in 1934 was ten. Of these six were in Bombay city, and one each in Ahmedabad, Poona, Anand and in the Bombay Suburban District. The distribution of the number of workers employed in these factories, according to the returns made in the *general questionnaire*, was as follows :—

Distribution of numbers employed in the Dairying, Biscuit and Sweet Manufacturing Industry.

Area.	Number of concerns.	Men.	Women.	Total.
Bombay City	6	323	26	349
Bombay Suburban, Thana, Kolaba and Ratnagiri	1	17	6	23
Ahmedabad City	1	31	4	35
Ahmedabad, Kaira and Panchmahals ..	1	102	..	102
Poona, Nasik and Ahmednagar ..	1	33	..	33
Total ..	10	506	36	542

The method of recruitment varies—in some cases it is through workmen themselves, in some through foremen and in others by a special officer or by the proprietor. Substitute labour is not generally employed, and as far as labour turnover is concerned, only ten workers were reported to have given up their jobs in the census month. Table No. I printed at the end of this section gives the occupational distribution of the process workers employed in the industry.

Payment of Wages and Conditions of Employment.

Except for a few workers on the maintenance side of the industry who are paid fixed rates of wages, most of the time rates are dependent on the degree of skill of the individual concerned. In certain cases rates vary according to demand and supply and seasonal considerations. All wage rates are consolidated and no allowances are given. Two concerns reported that annual bonuses dependent on profits were usually given, and one concern stated that it disbursed gifts of clothing with amounts of Rs. 3 to Rs. 5 in cash to each worker at Divali. Only two out of

the ten concerns reported that overtime was worked. Payment for overtime was at the rate of a time and a quarter. The English calendar month was uniformly the pay period throughout this industry. Except in one concern where payment of wages was made thirty days after they fell due, all the remaining concerns disbursed wages within fifteen days of their falling due. Only one concern reported that no advances against wages were given. In all cases where advances were given no interest was charged. As in the case of most of the smaller industries in the Province, earnings from monthly rates of wages were calculated on the basis of all the days in the month with varying conditions for the grant of a hypothetical pay for Sundays and holidays. No concern had framed standing orders for its operatives, and in six concerns no fining was ever resorted to. In the remaining concerns where fines were occasionally inflicted, there were no cases of fining in May 1934. Two concerns reported that unauthorised absence was punished by deduction of two days' pay for each day's absence; and late attendance either by shutting out the worker concerned after a period of grace, or by deduction of a quarter or a half day's pay for certain amounts of lateness. No concern in this industry had made any provision for superannuation benefits or for financial aid for the benefit of its workmen.

Shifts, Hours of Work and Leave.

Eight concerns in this industry worked only one day shift during the census month. One concern worked two shifts—a day shift of ten hours and a night shift of eight hours. The remaining concern—a Model Dairy—worked on a system of shifts from 8 a.m. to 1 a.m. the next morning with rest intervals from 1 p.m. to 2 p.m. and 7 p.m. to 8 p.m. All the workers in the factory attended for the morning session and then divided into two groups, one of which worked in the afternoon and the other at night. In the latter case, the total spread-over amounted to seventeen hours. As far as weekly hours of work are concerned, 416 workers, or nearly 80 per cent. of the total number employed in this industry, had a 60 hour week. As far as the remaining workers are concerned, weekly hours varied between 48 and 57. The rest interval in all cases was one of an hour. Except in the case of one factory where a certain proportion of the total number of workers employed was given one day off per week by turns, Sunday was uniformly observed as the weekly holiday in this industry. One concern in this industry grants three days' leave with pay for every month of service. In another concern leave with pay privileges vary according to length of service—workers who have put in one to four years get one week per year and those who have put in five years or more get a fortnight per year with pay. The same factory makes no deductions for absence due to sickness if this is certified and provided it is of a lesser duration than a week. In cases of illness exceeding a week, each case is dealt with on its merits. Two concerns grant one month's leave with pay per year to all foremen and members of the supervisory staff. In the remaining six concerns no leave with pay is granted.

Welfare Work.

Except for three concerns which gave rent-free tenements within the precincts of the factories concerned to some of their workmen, none of the other concerns in this industry had made any provision for the housing of their labour. With the exception of the provision of some first-aid requisites by some of the concerns, no unit in this industry had made any provision for medical aid. One concern had provided a tea stall and two other concerns had set apart enclosed spaces as rest shelters and dining rooms. No concern had made any provision for recreation, education or vocational training for any of their work-people.

Rates of Wages, Earnings and Attendance.

Very little information is available regarding movements of wage rates in this industry since the pre-war year because most of the factories in this group commenced working only during the last few years. As far as the older factories are concerned, one concern reported that the rates of wages were raised by about 16 per cent. over the levels prevalent in 1920, in September 1923. Wages in this factory were reduced by 10 per cent. in August 1932, and half of this cut was restored in October 1933. Two concerns reported increases of 10 and 6¼ per cent. respectively in 1932 and 1933. One concern reported that wages had been reduced during the two or three years prior to the date of the census but gave no figures of the cuts actually made. Tables Nos. II to VI, which are printed at the end of this section, give the averages of percentage attendance and daily and monthly earnings of both process operatives and workers in occupations common to all factories in this industry in the five territorial areas of the province where dairying, biscuit and sweet factories are to be found. The following table gives the general averages of daily earnings of all operatives in all occupations in this industry :—

General Averages of Daily Earnings in the Dairying, Biscuit and Sweet Manufacturing Industry.

Areas.	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	1 1 4 (310)	0 10 8 (25)	1 0 10 (335)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 14 2 (17)	0 8 0 (6)	0 12 8 (23)
Ahmedabad City	0 10 4 (29)	0 8 11 (4)	0 10 2 (33)
Ahmedabad, Kaira and Panch Mahals..	0 13 4 (101)	....	0 13 4 (101)
Poona, Nasik and Ahmednagar ..	0 10 1 (32)	....	0 10 1 (32)
Whole Province ..	0 15 5 (489)	0 10 0 (35)	0 15 1 (524)

It will be noticed that the general averages of daily earnings of all workers in this industry in Bombay city amounted to a little more than a rupee per day. For Ahmedabad city the figure is slightly more than annas 10 per day. The general average for all men in this industry for the province of Bombay amounted to annas 15-5 per day, and for all women to annas 10 per day.

As far as attendance is concerned, the general averages of percentage attendance for all workers in this industry for the province of Bombay in May 1934 were 86·7 for men, 83·4 for women and 86·5 for all adult operatives, which gives a figure of 13·5 per cent. for average absence in the industry as a whole.

TABLE NO. I.

Occupational Distribution of Process Workers in the Dairying, Biscuit and Sweet Manufacturing Industry.

Occupation.		Number of workers
Overseers		2
Milk Inspectors		1
Pump Attendants		2
Can Washers and Cleaners	Men	21
	Women	2
Churnmen		13
Separator Attendants		2
Worker or Rollermen		2
Vat Attendants		1
Casein Makers		10
Fillers	Men	23
	Women	2
Mixing or Kneading Machine Attendants		8
Rolling Machine Attendants		14
Cutting Machine Attendants		18
Oven Attendants		11
Traymen		10
Grinding Machinemen		3
Cooking Machine Attendants		15
Pan Attendants		2
Drops Roller Machinemen	Men	52
	Women	1
Gigant and Francoma Machinemen		3
Compressing Machine Attendants		2
Designers		3
Packing Machine Attendants		2
Coffee Roasting Machinemen		3
Coffee Grinding Machinemen		2
Coffee Tablets Compressing Machinemen		2
Syrup Boilers		4
Coolies	Men	40
	Women	7

TABLE NO. II.

Average Earnings and Attendance in the Dairying, Biscuit and Sweet Manufacturing Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Churnmen	T	5	88·9	1 0 4	24 7 0
Worker or Rollermen	T	2	100·0	0 15 5	26 0 0
Mixing or Kneading Machine Attendants.	T	7	88·4	0 15 3	22 11 0
Rolling Machine Attendants ..	T	12	74·1	1 0 11	21 2 5
Cutting Machine Attendants ..	T	12	80·2	0 15 3	20 9 8
Oven Attendants	T	8	69·9	0 14 7	17 3 11
Tray Men	T	7	72·0	1 1 3	20 14 9
Grinding Machinemen	T	2	83·3	1 0 0	22 8 0
Cooking Machine Attendants ..	T	13	97·4	0 12 11	21 3 8
Pan Attendants	T	2	66·7	1 12 11	32 8 0
Drops Roller Machinemen ..	T	51	85·9	0 15 3	22 1 11
Coffee Roasting Machinemen ..	T	3	100·0	1 2 7	31 5 4
Coffee Grinding Machinemen ..	T	2	100·0	1 2 4	31 0 0
Coffee Tablets Compressing Machinemen.	T	2	100·0	1 4 2	34 0 0
Syrup Boilers	T	4	100·0	1 1 8	29 13 0
Coolies—Men	T	33	75·5	0 15 2	19 4 8
,, —Women	T	7	76·7	0 9 11	12 14 0
Workers in Occupations common to all Factories.					
Boiler Attendants : 2nd Class ..	T	1	92·6	2 10 7	66 8 0
Oilmen	T	1	92·6	1 8 0	37 8 0
Superior Wiremen	T	1	92·6	3 3 2	80 0 0
Superior Machinists	T	1	74·1	2 11 7	54 7 0
Tinsmiths	T	3	96·3	2 2 7	56 2 6
Tinmaking Machinemen	T	21	87·7	1 5 0	31 0 8
Solderers	T	18	79·8	1 5 9	29 4 4
Special Fitters	T	1	92·6	4 5 11	109 4 0
Superior ,, ...	T	2	94·4	3 4 3	83 4 0
Ordinary ,, ...	T	3	95·1	1 9 5	40 12 0
Motor and Lorry Drivers ..	T	7	90·7	2 6 8	60 5 9
Motor Cleaners	T	4	97·3	0 11 3	19 2 0
Superior Carpenters	T	1	92·6	3 3 8	80 12 0
Ordinary Carpenters	T	4	88·0	1 8 4	36 1 3
Weighers	T	3	100·0	1 2 2	30 10 8
Packers, Wrappers and Labellers—Men ..	T	64	82·2	0 11 3	15 9 5
,, ,, Women ..	T	18	87·2	0 10 11	16 1 8
Muccadams	T	1	92·6	1 9 7	40 0 0
Watchmen	T	6	100·0	1 0 8	29 8 0
Warehouse Men	T	2	100·0	0 14 3	24 0 0
Sweepers—Men	T	1	100·0	0 11 10	20 0 0

TABLE No. III.

Average Earnings and Attendance in the Dairying, Biscuit and Sweet Manufacturing Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Mixing or Kneading Machine Attendants.	T	1	96·3	0 13 3	21 8 0
Grinding Machinemen	T	1	96·3	0 12 0	19 8 0
Cooking Machine Attendants ..	T	2	88·9	0 12 6	18 12 8
Drops Roller Machinemen—Men ..	T	1	70·4	0 10 0	11 14 0
,, ,, ,, —Women ..	T	1	74·1	0 8 0	10 0 0
Gigant and Francoma Machinemen ..	T	3	95·1	0 13 3	21 4 2
Compressing Machine Attendants ..	T	2	92·6	0 15 4	23 14 9
Designers	T	3	67·9	0 10 3	11 12 2
Packing Machine Attendants ..	T	2	92·6	0 11 7	18 1 2
Workers in Occupations common to all Factories.					
Boiler Attendants, 2nd Class ..	T	1	100·0	1 13 8	50 0 0
Ordinary Fitters	T	1	100·0	1 4 9	35 0 0
Packers, Wrappers and Labellers Women	T	5	80·0	0 8 0	10 12 10

TABLE No. IV.

Average Earnings and Attendance in the Dairying, Biscuit and Sweet Manufacturing Industry in the Ahmedabad City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a p.	Rs. a. p.
Can Washers and Cleaners—Men ..	T	12	76·2	0 8 5	10 12 11
,, ,, ,, —Women..	T	2	72·2	0 8 7	10 7 11
Churnmen	T	3	84·0	1 1 10	25 4 3
Fillers—Men	T	5	97·8	0 10 5	17 4 0
,, —Women .. .	T	2	96·2	0 9 1	14 12 0
Workers in Occupations common to all Factories.					
Packers, Wrappers and Labellers ..	T	8	85·6	0 11 2	16 1 8
Sweepers—Men .. .	T	1	100 0	0 3 0	5 0 0

TABLE NO. V.

Average Earnings and Attendance in the Dairying, Biscuit and Sweet Manufacturing Industry in the Ahmedabad, Kaira and Panch Mahals Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Overseers	T	2	100·0	1 13 8	50 0 0
Milk Inspectors	T	1	100·0	1 7 8	40 0 0
Pump Attendants	T	2	100·0	0 11 0	18 8 0
Can Washers and Cleaners	T	9	98·4	0 9 11	16 6 8
Churnmen	T	5	98·5	0 12 6	20 13 1
Separator Attendants	T	2	100·0	0 9 9	16 8 0
Vat Attendants	T	1	100·0	0 8 11	15 0 0
Casein Makers	T	10	93·0	0 12 9	20 0 8
Fillers	T	18	82·7	0 8 9	12 3 6
Coolies—Men	T	7	100·0	0 9 11	16 10 10
Workers in Occupations common to all Factories.					
Steam Engine Drivers	T	1	100·0	1 1 9	30 0 0
Firemen	T	2	53·7	0 13 10	..*
Refrigeration Attendants	T	1	100·0	1 12 2	49 3 3
Oilmen	T	1	100·0	0 11 3	19 0 0
Superior Machinists	T	1	96·3	3 5 7	87 1 6
Tinsmiths, and Carpenter Maistries	T	1	100·0	3 8 4	95 0 0
Tin-making Machinemen	T	5	91·9	0 13 1	20 3 7
Solderers	T	5	94·1	1 7 4	37 0 8
Solution Machine Attendants	T	1	100·0	0 8 11	15 0 0
Tin seamers and exhausters	T	2	100·0	0 10 4	17 8 0
Ordinary Fitters	T	4	87·0	0 12 4	18 1 10
Motor and lorry drivers	T	1	100·0	1 1 9	30 0 0
Motor Cleaners	T	1	100·0	0 8 11	15 0 0
Ordinary Carpenters	T	1	96·3	1 2 6	30 0 0
Packers, Wrappers and Labellers	T	13	86·3	0 10 11	15 15 0
Watchmen	T	2	100·0	0 14 10	25 0 0
Warehousemen	T	1	100·0	0 11 10	20 0 0
Sweepers—Men	T	1	100·0	0 8 11	15 0 0

* Omitted owing to low percentage attendance.

TABLE NO. VI.

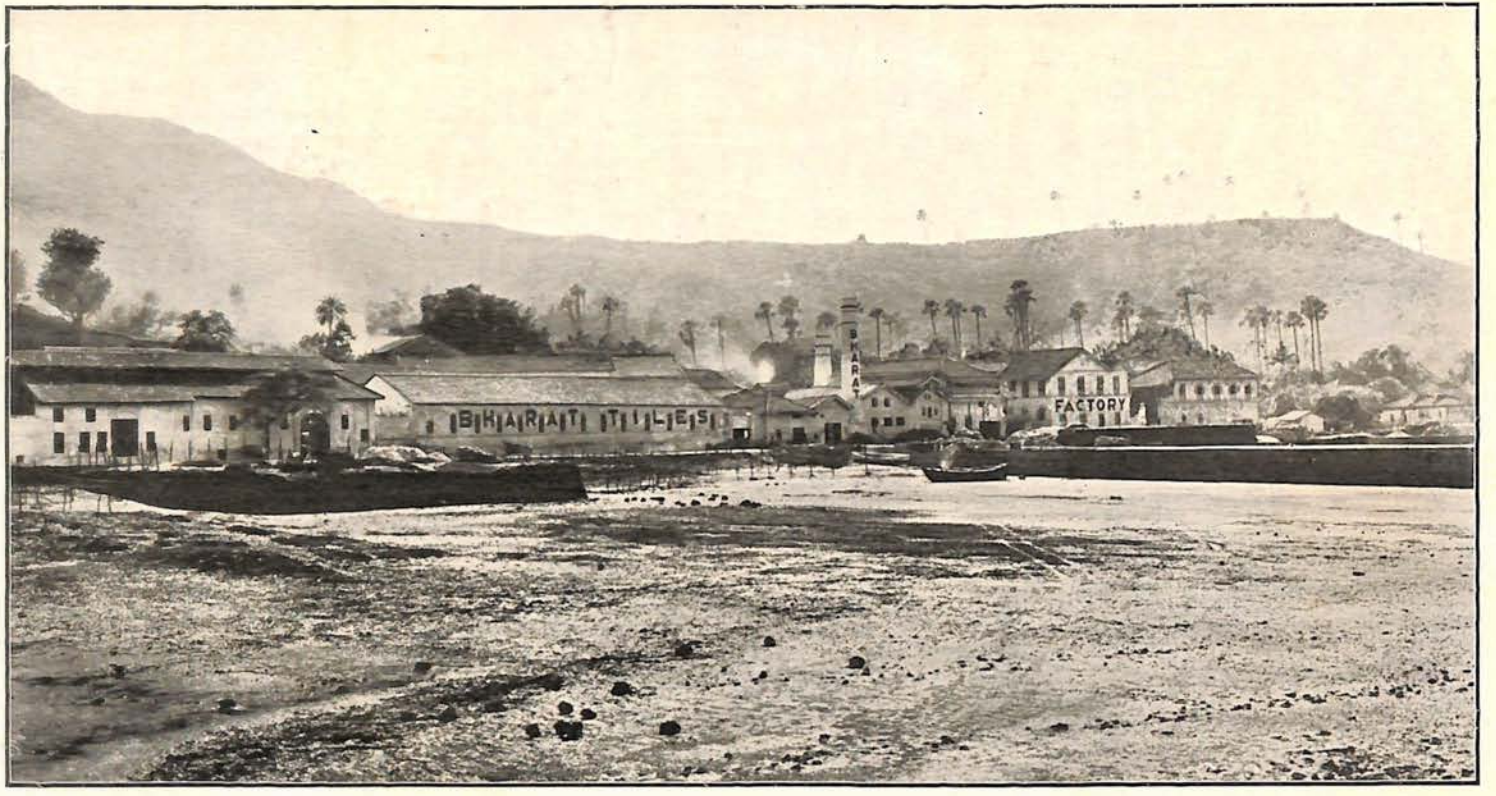
Average Earnings and Attendance in the Dairying, Biscuit and Sweet Manufacturing Industry in the Poona, Nasik and Ahmednagar Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Rolling Machine Attendants ..	T	2	98·1	0 13 5	22 2 11
Cutting ,, ,, ..	T	6	93·2	0 9 0	14 2 0
Oven Attendants	T	3	98·8	0 10 9	17 14 0
Tray Men	T	3	92·6	0 7 2	11 3 10
Workers in Occupations common to all Factories.					
Oil Engine Drivers	T	1	100·0	1 8 11	42 0 0
Firemen	T	1	59·3	0 8 9	..†
Solderers	T	1	100·0	0 10 1	17 0 0
Ordinary Carpenters	T	1	92·6	0 9 7	14 15 6
Packers, Wrappers and Labellers ..	T	11	85·2	0 8 9	12 8 11
Muccadams	T	2	100·0	0 11 10	20 0 0
Watchmen	T	1	100·0	0 10 4	20 0 0

† Omitted owing to low percentage attendance.

SECTION XII.

Tiles Manufacturing Industry.



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THE BHARAT TILE FACTORY, MORA BUNDER, KOLABA DISTRICT.
A front view of the Bharat Tiles Factory and their private wharf with light railway.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE TILES MANUFACTURING INDUSTRY.

There were three Tiles Manufacturing factories in the province of Bombay in 1934, one of which was situated in Bombay city and the other two at Mora in the Kolaba District and Khanapur in the Belgaum District respectively. The distribution of the number of workers employed in these factories, according to the returns made in the *general questionnaire*, was as follows :—

Distribution of numbers employed in the Tiles Manufacturing Industry.

Areas.	No of concerns.	Numbers of workers employed.			
		Men.	Women.	Children	Total.
Bombay city	1	130	25	..	155
Bombay Suburban, Thana, Kolaba and Ratnagiri	1	183	52	..	235
Belgaum, Bijapur Dharwar, and Kanara	1	23	21	2	46
Whole Province ..	3	336	98	2	436

The labour employed in this industry is of a somewhat skilled character and is recruited directly by the managers of the factories concerned. No substitute labour is employed, and as far as labour turnover is concerned, eight workers were reported to have left their jobs in May 1934, which gives a labour turnover figure of a little over 20 per cent., per annum for the industry as a whole. Table No. I printed at the end of this section gives the occupational distribution of the process operatives employed in the industry.

Payment of Wages and Conditions of Employment.

As in the case of some of the other smaller industries in the province, wage rates fluctuate according to seasonal considerations and the demand for and supply of the type of labour required. No overtime is worked in any of the factories, rates of wages are in all cases consolidated and no dearness of food allowances or bonuses of any kind are paid. Two concerns pay wages monthly according to the English calendar month

and one factory in Bombay city pays wages bi-monthly for the periods 1st to the 15th and the 16th to the end of a month. The waiting period in the first case varied from 5 to 12 days, and in the case of the bi-monthly paid workers it was one of 4 days. All the concerns reported that no advances against earned wages were given. All time rates of wages were daily rates in two concerns; and in the third, where monthly rates of wages obtained, earnings were calculated on the basis of the number of working days in the month. No concern had framed conduct rules or standing orders for the operatives. Unauthorised absence was dealt with by *pro rata* deductions in wages, and as far as late attendance is concerned, two factories did not admit the workers after a period of grace of ten minutes. Two concerns inflicted no fines, and in the third, where fining is resorted to, no fines were inflicted during the census month. None of the three concerns in this industry had made any provision for superannuation benefits or financial aid.

Shifts, Hours of Work and Leave.

There was no system of shifts in this industry during the census year, and all the three factories worked on day shifts only. As far as frequencies of weekly hours of work are concerned, 201 workers in two factories had a 54 hour week and 235 workers in the third factory had a 51 hour week. Two concerns gave a rest interval of an hour at noon, and the third gave three intervals in all—one of an hour and two of fifteen minutes each during the morning and afternoon spells. Sunday was uniformly observed as the weekly holiday in all factories. No concern granted leave with pay privileges to any of its workers.

Welfare Work.

Two concerns provided 32 tenements in all for some of their workers. These were generally given rent-free to workers in the maintenance departments. One concern in Bombay City had set apart a portion of its grounds for football, and the same concern had also provided a radio set for the entertainment of its employees outside working hours. Apart from the specific cases cited, no other concern in this industry had made any provision for the welfare of its workpeople.

Rates of Wages, Earnings and Attendance.

All the three concerns in this industry were started after the end of the war, and no data in connection with movements of wage rates are available. Tables Nos. II to IV printed at the end of this section give the average percentage attendance and the average daily and monthly earnings of both process operatives and workers in occupations common to all factories in this industry in the three different territorial areas of the province where tiles factories are to be found. The following table

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TILES TESTING AND POLISHING DEPARTMENT.
The Bharat Tile Factory, Mora Bunder, Kolaba District.

gives the general averages of daily earnings in all occupations in this industry :—

General Averages of Daily Earnings in all occupations in the Tiles Manufacturing Industry.

Areas.	Men.	Women.	All adult operatives.
	Rs. a. p.	Rs. a. p.	Rs. a. p.
Bombay City	0 15 6 (181)	0 8 2 (45)	0 14 0 (226)
Bombay Suburban, Thana, Kolaba and Ratnagiri.	0 7 10 (171)	0 7 8 (41)	0 7 9 (212)
Belgaum, Bijapur, Dharwar and Kanara ..	0 8 0 (25)	0 4 3 (21)	0 6 2 (46)
Whole Province ..	0 11 7 (377)	0 7 3 (107)	0 10 7 (484)

The figures are self-explanatory and need no comment.

The following table sets out the general averages of percentage attendance in the different factories in May 1934 :—

General Averages of Percentage Attendance in the Tiles Manufacturing Industry.

Areas.	Men.	Women.	All adult operatives.
Bombay City	84·4	87·4	85·0
Bombay Suburban, Thana, Kolaba and Ratnagiri	78·0	89·6	80·3
Belgaum, Bijapur, Dharwar and Kanara ..	69·5	83·2	75·8
Whole Province ..	80·5	87·5	82·0

It will be seen that the average absenteeism for the industry as a whole amounted to as much as 18 per cent.

Table No. I.

Occupational Distribution of Process Workers in the Tiles Manufacturing Industry.

Occupation.	No. of workers.
Foremen	2
Grinding Machinemen	9
Mixing Machinemen	17
Colour Fillers—Men	62
,, ,, —Women	27
Machine Tile Pressers—Men	71
,, ,, ,, —Women	7
Planing Machinemen	3
Machine Polishers and Glazers—Men	16
,, ,, ,, —Women	4
Hand Polishers—Men	50
,, ,, —Women	3
Crushing Machine Attendants—Men	2
,, ,, ,, —Women	2
Hand and Machine Sievers—Men	1
—Women	5
Hand Casters	14
Tile Cutters—Women	2
Tile Pressers	39
Tile Cleaners—Women	3
Slice Carriers	3
Placers—Women	2
Tile Cleaners, Carriers and Stickers—Men	61
—Women	24
Wood Choppers	5
Coolies—Men	6
—Women	17
—Children	2

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TILES STOCKING DEPOT.

The Bharat Tile Factory, Mora Bunder, Kolaba District.

TABLE NO. II.

Average Earnings and Attendance in the Tiles Manufacturing Industry in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Grinding Machinemen ..	T	2	100·0	0 15 6	26 2 6
Mixing Machinemen	T	6	99·4	0 15 8	26 4 4
Colour Fillers	T	31	77·4	0 10 5	13 9 3
,, ,, ...	P	5	80·0	0 8 8	10 6 2
Machine Tile Pressers—Men ..	T	18	66·3	0 15 10	17 10 9
,, ,, ,, —Women ..	T	7	94·5	0 10 5	16 0 0
Planing Machinemen	T	3	100·0	1 1 4	29 4 0
Machine Polishers and Glazers ..	T	16	86·9	0 13 6	19 8 2
Machine Polishers—Women ..	T	4	59·1	0 9 2	....*
Hand Polishers—Men	T	11	98·3	0 13 8	22 10 9
,, ,, —Women	T	3	100·0	0 8 0	13 8 0
Crushing Machine Attendants—Men ..	T	2	100·0	0 14 0	23 10 0
,, ,, ,, —Women.	T	2	96·3	0 8 0	13 0 0
Hand and Machine Sievers—Men ..	T	1	100·0	0 14 0	23 10 10
,, ,, ,, ,, —Women.	T	5	94·1	0 8 0	12 11 2
Hand Casters	T	14	86·8	0 12 10	18 12 11
Tile Cleaners, Carriers and Stackers —Men.	T	17	88·2	0 14 4	21 4 11
,, ,, ,, ,, —Women.	T	13	85·8	0 8 0	11 9 3
Tile Pressers	P	39	85·6	1 5 4	30 13 5
Workers in Occupations common to all Factories.					
Oil Engine Drivers	T	1	100·0	1 11 7	50 0 0
Electric Motormen	T	1	55·6	1 2 1	16 15 0
Ordinary Fitters	T	5	94·4	0 15 4	25 13 1
Ordinary Carpenters	T	4	79·6	1 8 0	32 4 0
Packers, Wrappers and Labellers—Women	T	11	85·3	0 6 11	10 10 10
Mechanics' Assistants	T	3	72·8	1 2 3	22 6 8
Warehousemen	T	2	100·0	0 12 2	20 8 0

* Omitted owing to low percentage attendance.

TABLE NO. III.

Average Earnings and Attendance in the Tiles Manufacturing Industry in the Bombay Suburban, Thana, Kolaba and Ratnagiri Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Grinding Machinemen	T	7	78·8	0 9 8	13 13 8
Mixing Machinemen	T	10	67·9	0 8 8	10 10 6
Colour Fillers—Men	T	26	73·9	0 7 3	9 11 7
,, ,, —Women	T	27	88·8	0 8 1	13 0 5
Machine Tile Pressers	T	47	82·4	0 8 1	12 0 7
Hand Polishers	T	39	81·8	0 8 9	12 14 10
Tile Cleaners, Carriers and Stackers..	T	42	74·5	0 6 5	8 10 5
Coolies—Women	T	14	91·1	0 7 0	11 8 2

TABLE NO. IV.

Average Earnings and Attendance in the Tiles Manufacturing Industry in the Belgaum, Bijapur, Dharwar and Kanara Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
Process Operatives.				Rs. a. p.	Rs. a. p.
Foremen	T	2	96·3	0 14 9	24 0 0
Mixing Machinemen	T	1	100·0	0 8 0	13 8 0
Machine Tile Pressers	T	6	67·9	0 6 9	7 11 1
Tile Cutters—Women	T	2	88·9	0 4 7	6 13 6
Tile Cleaners—Women	T	3	69·1	0 3 8	4 4 0
Slice Carriers—Men	T	3	71·6	0 7 3	8 12 0
Placers—Women	T	2	92·6	0 4 3	6 9 6
Tile Ceaners, Carriers and Stackers— Men	T	2	92·6	0 13 0	20 5 0
Tile Carriers—Women	T	11	87·5	0 4 5	6 7 7
Wood Choppers—Men	T	5	53·3	0 6 5	5 12 5
Coolies—Men	T	6	61·7	0 5 0	5 3 2
,, —Women	T	3	71·6	0 4 3	5 2 4
,, —Children	T	2	98·1	0 3 0	4 15 6

SECTION XIII.

Power Laundries.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN POWER LAUNDRIES.

Labour in the Industry.

There were only three Power Laundries in the Province of Bombay which had been registered as factories under the Indian Factories Act in the year 1934. All of these were in Bombay City. The total number of persons employed in these three factories, according to the figures returned in the *general questionnaire*, amounted to 242 men, 10 women and 4 children, or 256 workers in all. Labour in this industry is recruited mainly through muccadams, preference being given to those who have had previous experience in the dyeing and bleaching plants attached to textile mills. A noteworthy feature regarding this industry during the census month was that no substitutes were employed in place of absent hands and that none of the workers had permanently given up their jobs. Labour turnover was consequently nil. Table No. I printed at the end of this section gives the occupational distribution of the process workers employed in Power Laundries in Bombay City.

Rates of wages are mostly fixed rates and no allowances or bonuses of any kind are paid. Overtime is not usually worked, but in cases where it is, payment for it is made at a time and a quarter. Wages are paid for English calendar months and are disbursed within six to ten days after they fall due. Two factories reported that advances against earned wages were given whenever asked for but that no interest was charged. Earnings from monthly rates are calculated on the basis of working days in the month. No concern had framed rules of conduct. Two factories reported that fines were occasionally inflicted, but the incidence of fining in May 1934 was nil. Unauthorised absence and late attendance were dealt with by *pro rata* cuts in wages. Except for one concern which reported that gratuities were occasionally given in deserving cases, there were no arrangements in this industry for superannuation benefits or financial aid.

Hours of work amounted to 60 hours per week in all the three factories, and only one day shift was worked. A rest interval of one hour was given at noon, and Sunday was always observed as the weekly holiday. No concern in this industry granted leave with pay to any of its workers.

The Taj Mahal Hotel Laundry provided lodging for its washermen and ironmen, and another concern in Bombay City gave free quarters to its watchmen. The medical officer of the Taj Mahal Hotel attends the whole of the company's staff, including that employed in the laundry. Another laundry had also made arrangements for free medical attendance for its workers. Apart from the specific instances cited, no concern in this industry had undertaken any special welfare work for the benefit of its employees.

One concern reported that there had been no changes in rates of wages since its formation in 1926 up to the census year. Another stated that

the wages of unskilled labour had been reduced by one to two annas in the rupee per day per head in 1933. The third concern was able to give no information on the subject. Table No. II printed at the end of this section gives the figures for average daily and monthly earnings and average percentage attendance of different groups of workers in the Power Laundries in Bombay City.

The general averages of daily earnings for all workers in this industry amounted to Rs. 1-3-6 per day for men, eleven annas and ten pies per day for women and Rs. 1-3-3 per day for all adult operatives. The general averages of percentage attendance in May 1934 amounted to 91·1 for men, 82·6 for women and 90·8 for all adult operatives, which gives the figure of 9·2 for average percentage absence for the industry as a whole.

TABLE NO. I.

Occupational Distribution of Process workers in Power Laundries.

Occupation.	No. of workers.	Occupation.	No. of workers.
Washing Machinemen ..	16	Markers	4
Hand Washers	8	Checkers	6
Hydro Extractor Men ..	7	Washermen—	
Calendarmen—		Men	12
Men	4	Children	3
Women	10	Dyers—	
Polishing Machinemen ..	15	Men	1
Ironing Men ..	45	Children	1
		Coolies	47

TABLE NO. II.

Average Earnings and Attendance in Power Laundries in the Bombay City Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Washing Machinemen	T	16	95·4	1 3 9	31 13 3
Hand Washers	T	8	95·4	1 4 3	32 9 8
Hydro Extractor Men	T	7	93·1	1 1 1	26 13 5
Calendarmen—					
Men	T	4	100·0	0 11 10	20 0 0
Women	T	10	82·6	0 11 10	16 7 5
Polishing Machinemen	T	15	84·0	1 1 1	24 3 11
Ironing Men	T	32	91·1	1 4 9	34 1 1
,, ...	P	13	87·7	1 6 9	33 10 6
Markers	T	4	100·0	0 10 8	18 0 0
Checkers	T	6	94·9	1 0 5	28 14 0
Washermen—					
Men	T	12	90·9	0 14 7	25 3 0
Children	T	3	97·8	0 4 8	8 14 0
Dyers—					
Men	T	1	77·4	1 7 6	35 4 0
Children	T	1	100·0	0 6 2	12 0 0
Coolies—Men	T	47	84·9	0 11 7	18 11 9
Workers in Occupations common to all Factories.					
Boiler Attendants : 2nd Class ..	T	4	75·0	1 11 6	40 0 0
Firemen	T	4	100·0	1 2 6	31 4 0
Pumpmen	T	3	100·0	1 11 0	50 0 0
All-Round Electricians	T	2	100·0	2 15 9	92 8 0
Superior Wiremen	T	4	98·4	1 15 0	59 1 9
Ordinary ,, ...	T	1	100·0	1 2 1	35 0 0
Superior Electrical Fitters ..	T	1	92·6	1 12 5	44 6 0
Hoistmen	T	15	97·0	1 3 3	36 3 6
Electroplaters and Gilders ..	T	1	100·0	2 6 9	75 0 0
Tinsmiths	T	1	100·0	1 12 5	55 0 0
Superior Fitters	T	6	80·7	2 2 7	48 4 8
Ordinary ,, ...	T	4	95·4	1 3 10	31 14 6
Motor and Lorry Drivers ..	T	2	100·0	2 4 2	70 0 0
Ordinary Painters	T	1	96·8	1 10 0	48 12 0
Superior Carpenters	T	1	100·0	2 8 0	77 8 0
Ordinary ,, ...	T	4	89·5	1 10 3	45 8 0
Polishers	T	2	96·8	1 11 2	51 0 0
Plumbers	T	1	100·0	2 6 9	75 0 0
Masons	T	1	100·0	2 8 0	77 8 0
Mochis	T	1	100·0	0 15 6	30 0 0
Packers, Wrappers and Labellers ..	T	3	98·8	1 2 0	29 15 4
Muccadams	T	4	100·0	1 13 3	51 4 0
Watchmen	T	1	100·0	0 13 0	22 0 0
Washermen	T	1	100·0	1 1 9	30 0 0

SECTION XIV.

Distilleries.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN DISTILLERIES.

Labour in the Industry.

There is only one distillery in the province of Bombay, and this is situated at Nasik and is run by Government. The numbers of workers employed, according to the returns made in the *general questionnaire*, in May 1934 were 164 men and 3 women, or a total of 167 in all. The Superintendent of the distillery personally supervises all recruitment. The labour turnover during the census month was nil. Table No. 1 printed at the end of this section gives the occupational distribution of the process workers employed in this industry.

Rates of wages vary according to the degree of skill of the individual concerned. Members of the permanent staff are on monthly rates and unskilled workers on daily rates. No allowances or bonuses are paid, but daily rated workers who do not absent themselves without leave from Mondays to Fridays get a full day's wage for six hours' work on Saturdays. Earnings from monthly rates of pay are calculated on the basis of actual number of hours and days worked.

Process workers work three shifts of eight hours each and the shifts are changed once a week on Sundays, two shifts getting 24 hours off, and the third shift getting 8 hours off, every week in rotation. Unskilled labourers and workers in the maintenance department have a day shift of eight hours from Mondays to Fridays and six hours on Saturdays with Sundays off. Overtime is paid for on the basis of daily hours at the rate of a time and a quarter. As far as leave privileges are concerned, all workmen get holidays with pay on New Year's day and His Majesty the King Emperor's birthday. Workers on daily rates of wages get leave without pay for the number of days they are on leave, but monthly paid workers on the permanent establishment get casual leave with pay for twenty days in a year and leave on average pay or half or quarter average pay according to the Bombay Civil Services Regulations.

No definite conduct rules are laid down for daily paid workers. Monthly paid workers are, however, governed by the " Bombay Civil Services Conduct, Discipline and Appeal Rules, Financial Publication No. 8 ". When workers are absent without leave, they are fined a quarter day's pay for every day of such absence to the extent of twelve days' absence and also lose the Saturday quarter day bonus. Absence of thirteen days and over was dealt with by a fixed fine of three days' pay. For petty offences workers were fined up to a limit not exceeding three days' pay in any one case. The total amount recovered in fines in May 1934 was Rs. 2-9-3 inflicted in ten cases. All fines are credited to a Fines Fund which is utilised for small monetary gifts during periods of protracted illness and for funeral expenses.

Every member of the staff of the distillery is provided with ample rent-free quarters. There are 74 tenements for clerks and monthly rated men and 270 tenements for semi-skilled and unskilled workers. The distillery maintains a fully equipped dispensary with a full time medical officer in charge, and all medicines are supplied free of charge to all employees and members of their families. A vernacular school teaching up to the fourth standard is provided for the children of the workers, and the approximate number of boys and girls reported to be taking advantage of this school is 150. As far as recreation is concerned, provision is made for out-door games such as cricket, foot-ball, hockey, etc. A co-operative credit society has been formed of permanent employees drawing a pay of less than Rs. 100 per month and all daily paid workmen. The total amount of paid-up capital in May 1934 was Rs. 13,780 and the membership 148. The society is controlled by the Superintendent of the distillery with the help of a committee composed entirely of workers.

Table No. II printed at the end of this section gives the average daily and monthly earnings and average percentage attendance of different groups of workers in the distillery. The general average of daily earnings for all adult operatives amounted to fourteen annas and one pie per day and the average percentage attendance to 95·8, which gives a figure of 4·2 per cent. for average absence, which incidentally is the lowest in all the industries covered by the General Wage Census.

Table No. I.

Occupational Distribution of Process Workers in Distilleries.

Occupation.	No. of Workers.	Occupation.	No. of Workers.
Process Attendants ..	2	Filter House Attendants ..	3
Stillmen	3	Coolies—Men ..	74
Vat Attendants ..	3	„ —Women ..	1
Diffusion Battery Attendants.	2		

Table No. II.

Average Earnings and Attendance in Distilleries in the Poona, Nasik and Ahmednagar Area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Process Attendants	T	2	100·0	0 15 8	30 0 6
Stillmen	T	3	100·0	1 1 1	33 2 0
Vat Attendants	T	3	100·0	1 3 0	36 13 0
Diffusion Battery Attendants ..	T	2	98·1	2 8 2	66 8 0
Filter House Attendants	T	3	100·0	1 1 8	34 2 5
Coolies—Men	T	74	97·0	0 8 5	15 1 3
,, Women	T	1	100·0	0 6 0	11 10 0
Workers in Occupations common to all Factories.					
Chargemen	T	2	100·0	3 5 6	90 4 0
General Maistries	T	2	100·0	2 2 0	65 14 0
Firemen	T	6	82·8	0 12 4	19 11 8
Stokers	T	3	98·9	1 5 6	41 4 6
Pumpmen	T	13	97·0	0 14 7	27 2 4
Ropemen	T	1	100·0	1 3 6	32 14 6
Superior Wiremen	T	2	100·0	2 1 4	64 8 2
Ordinary ,, ...	T	1	80·6	1 13 0	45 5 0
Superior Moulders	T	1	100·0	3 1 0	82 11 0
Superior Machinists	T	1	100·0	3 8 0	94 8 0
Ordinary ,, ...	T	1	100·0	1 0 9	28 4 0
Superior Blacksmiths	T	1	100·0	2 4 4	61 4 6
Hammermen	T	1	96·3	0 9 0	14 10 0
Superior Fitters	T	2	100·0	2 3 11	60 9 8
Ordinary ,, ...	T	7	92·6	1 2 6	28 15 3
Ordinary Painters	T	2	98·1	0 14 10	24 9 0
Ordinary Carpenters	T	2	96·3	1 11 0	43 15 0
Coopers	T	2	100·0	1 5 11	37 0 0
Masons	T	3	65·4	1 4 2	22 3 9
Weighmen	T	1	87·1	1 12 0	47 4 0
Muccadams	T	2	96·3	0 13 1	21 5 0
Watchmen	T	3	98·9	0 9 8	18 9 0
Cartmen	T	3	100·0	0 9 1	16 12 4
Sweepers—Men	T	8	96·4	0 9 5	17 9 7
,, Women	T	2	66·1	0 7 6	9 10 0

SECTION XV.

Gold and Silver Thread Industry.

WAGES, HOURS OF WORK AND CONDITIONS OF EMPLOYMENT IN THE GOLD AND SILVER THREAD INDUSTRY.

There are hundreds of small gold and silver thread factories in the district of Surat in the province of Bombay, but in the year 1934, when the General Wage Census was conducted, only two of these factories were large enough to be registered under the Indian Factories Act. The total number of workers employed in these two factories in May 1934 was 49, of whom 47 were men, one woman and one child.

The investigators of the Labour Office are at present (winter of 1938-39) engaged in making a comprehensive inquiry into the wages and conditions of employment in all gold and silver thread factories in the Surat District. It is anticipated that the report of this inquiry will be published during the year. It is not necessary, therefore, for the purposes of this report to make any comments on conditions of employment in the two registered factories in this industry for the census month.

The two tables printed at the end of this section give the occupational distribution of process workers in the two factories concerned and the averages of earnings and attendance in the same way as have been given in all the other sections in this report. The general averages of daily earnings and percentage attendance for all workers amounted to nine annas and seven pies and 81·0 respectively. The latter gives a figure of 19 per cent. for average absence in the industry as a whole.

Table No I.

Occupational Distribution of Process Workers in the Gold and Silver Thread Industry.

Occupation.		Number of workers.
Gilting Machinemen		1
Winders	Men	12
	Women	1
Wrapping Machinemen		14
Lace Weavers		19
Coolies	Men	1
	Children	1

Table No. II.

Average Earnings and Attendance in the Gold and Silver Thread Industry in the Broach and Surat area.

Occupation.	Time or piece.	Number of workers.	Percentage attendance.	Average daily earnings.	Average monthly earnings.
				Rs. a. p.	Rs. a. p.
Process Operatives.					
Gilting Machinemen	T	1	80·0	1 5 4	26 10 3
Winders—Men	T	12	67·0	0 7 2	7 9 3
,, —Women	T	1	69·2	0 8 1	9 2 0
Wrapping Machinemen	T	14	75·3	0 12 5	14 13 1
Lace Weavers	P	19	94·1	0 8 8	13 0 11
Coolies Men	T	1	88·0	0 7 10	10 12 0
Coolies Children	T	1	80·8	0 3 3	4 4 3

APPENDICES

APPENDIX A.

GROUP A : WHITE FORM FOR MEN ON TIME RATES OF WAGES.

General Wage Census, 1934-35.

PART I COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934.

(Forms returnable to the Commissioner of Labour, Secretariat, Bombay.)

(Please read the instructions† very carefully.)

This information should be filled on every form.

Name of concern — *Industry*

Town — *Occupation*

District — *Number of working days (excluding Sundays and holidays) during the month of May 1934 for the above occupation*

[Please give the details below (in ink) for each individual operative on separate lines.]

Muster, serial or ticket number.	Actual number of days worked by the operative shown in column 1.	Rate of wages. Amount.	per*	Earnings less fines (excluding overtime) (*see* note in instructions).	Value of damaged material handed over to the operative, if any.	Remarks.
1	2	3	4	5	6	
		Rs. a. p.		Rs. a. p.	Rs. a. p.	
		UNDER NO CIRCUMSTANCES SHOULD OPERATIVES IN MORE THAN ONE OCCUPATION BE ENTERED ON THE SAME FORM OR A CONTINUATION FORM USED FOR A PARTICULAR OCCUPATION				

THESE FORMS SHOULD NOT BE FOLDED.—PLEASE KEEP THEM FLAT AND RETURN THEM IN THE SPECIAL ENVELOPE PROVIDED FOR THE PURPOSE.

* Here *insert* hour, day, week, fortnight or month as the case may be for time rates.

† (The instructions are printed at pages 165 and 166.)

APPENDIX A—*contd.*

GROUP B : BLUE FORM FOR MEN ON PIECE RATES OF WAGES.

General Wage Census, 1934-35.

PART I COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934.

(Forms returnable to the Commissioner of Labour, Secretariat, Bombay.)

(Please read the instructions very carefully.)*

This information should be filled on every form.

Name of concern — *Industry*

Town — *Occupation*

District — *Number of working days (excluding Sundays and holidays) for the above occupation in the day "hapta" falling in the month of May 1934 from the to the*

[Please give the details below (in ink) for each individual operative on separate lines.]

Muster, serial or ticket number.	Actual number of days worked by the operative shown in column 1.	Earnings less fines (excluding overtime) (*see* note in instructions).	Value of damaged material handed over to the operative, if any.	Remarks.
1	2	3	4	5
		Rs. a. p.	Rs. a. p.	

UNDER NO CIRCUMSTANCES SHOULD OPERATIVES IN MORE THAN ONE OCCUPATION BE ENTERED ON THE SAME FORM OR A CONTINUATION FORM USED FOR A PARTICULAR OCCUPATION

THESE FORMS SHOULD NOT BE FOLDED—PLEASE KEEP THEM FLAT AND RETURN THEM IN THE SPECIAL ENVELOPE PROVIDED FOR THE PURPOSE.

*(The instructions are printed at pages 165 and 166.)

INSTRUCTIONS.

1. *General.*—The detailed information called for in this form is required for every individual operative and for every member of the supervisory and clerical staff. Space is provided on each form for entries in respect of fourteen persons only. Entries for more than fourteen persons should not be made on the same form but one or more continuation forms should be used for the purpose. Continuation forms should not be numbered and every form should be completely self-contained, i.e., the entries regarding "Name of Concern", "Town", "District", "Occupation" and "Number of working days in the pay period" should be filled on every form. The forms should not be folded and should be returned in the special envelope provided for the purpose.

2. *Sex, Age and Payment Groups.*—The forms are printed for two main groups of operatives and in five different colours for each group. Group A forms are for all operatives who are paid monthly (time or piece) or bi-monthly (time or piece) and also for operatives in a month which is not a calendar month, e.g., a month beginning from the 9th May and ending on the 8th June or the Hindu calendar month. "Bi-monthly" means where there are two wage-periods in a month running from the 1st to the 15th and from the 16th to the end of a calendar month. Group B forms are for operatives who are paid for periods or "haptas" of 35, 28, 16, 14, 8 or 7 days. For both groups, white forms are to be used for adult males on time rates of wages, blue forms for adult males on piece rates, pink forms for adult females on time rates, green forms for adult females on piece rates and yellow forms for children or half-timers. For operatives in bi-monthly pay periods the figures for number of days worked and earnings for each operative for the two periods should be totalled and the entries should be made in Group A forms. Where a month is not a calendar month please take the pay period which has the greatest number of days in the month of May. For workers paid by "haptas", Group B forms should be used and the figures for number of days worked and earnings should only be for one "hapta". In selecting the "hapta" for particular groups of operatives that "hapta" which falls entirely in the month of May should be taken; and if there are two or more complete "haptas" in the month of May the earliest "hapta" should be selected. **In each case please use the right coloured form.** Thus, if there are fifteen operatives in a stated occupation of whom three men and four women are paid bi-monthly on time rates of wages and two men and six women are paid at piece rates for 16-day "haptas", combine the figures for the two wage-periods in the first case using a Group A white form for the men, a Group A pink form for the women; and give the figures for only one "hapta" in the second case, using a Group B blue form for the men and a Group B green form for the women.

3. *Occupations.*—Standard lists of occupations have been prepared for each trade and industry. Two copies of the complete lists for all industries have been sent with the forms. The instructions regarding designating certain occupations, especially supervisory posts, and grouping are given in a prefatory note in the standard lists and should be studied very carefully. The first industry group in the list is "Engineering and Metal Trades including Electricity and Gas Generating and Refrigeration Plants, Saw Mills, Stone Crushing Plants, Ordnance and Ammunition Factories, Water Pumping Stations *and occupations common to all factories*". Every factory has certain occupations which are to be found in this group. Please therefore examine the first group in addition to the group of occupations for the particular industry to which your factory belongs. In describing occupations no terms should be used which are not to be found in the standard list. **Separate forms or sets of forms should be used for each different occupation.** Thus, "superior fitters" and "ordinary fitters" are two distinct occupations and they should not be brought on to the same form. Please study the standard list very carefully for dividing certain occupations into two or more grades, e.g., "special", "superior" and "ordinary".

4. *Number of Days Worked.*—What is required here is the actual number of days for which the operative whose ticket number is shown in the first column has worked during the month of May or in any shorter wage-period in that month irrespective of the fact whether holidays or leave with pay are granted or not. Where a short day, i.e., a Saturday or any other day, is worked during the week and the rates of wages for the short day are the same as for a full day, the short day should be counted as a full day. When wages are calculated on the basis of total number of hours worked the total number of hours worked should be divided by the average daily hours worked in a full week, e.g., where the hours per week are 48 distributed in an 8½-hour day from Mondays to Fridays and 5½ hours on Saturdays, the average daily hours would be 8. **Sundays and holidays which are paid for should not be included in the figure given for the number of days worked in column 2.** Overtime hours should be excluded in calculating number of days worked in the last case.

5. *Rates of Wages.*—Where *time rates* are calculated on a basic rate *plus* a percentage dearness or war allowance and/or a percentage for a cut **the figures to be entered for rates of wages should be the consolidated rate** after providing for the increase and/or the decrease. No information about rates is required for operatives on piece rates.

6. *Earnings.*—"Earnings" in column 5 *include* wages earned from basic rates of pay and all allowances such as dearness of food or grain allowances, good attendance bonus, earnings from double substitute or double *badli* work, pay for holidays or leave with pay, cash payments for travelling allowances and house rent less disciplinary fines but *exclude* value of free housing provided, free railway passes and overtime. No deductions on account of provident funds, club fees, medical attendance, housing or any other amenities provided by the employer, etc., should be made. **Please do not deduct the value of damaged material handed over to the operative for which a deduction has been made from his wages from the figure entered in the form for "earnings" but enter the amount of such deduction in the separate column provided for it.**

7. *Substitutes.*—No information is required for employees on leave for the whole of the pay period taken or for casual temporary substitutes but if a worker leaves permanently during a pay period and is replaced by another, the figures for earnings and number of days worked by the permanent worker and by the worker who replaces him should be totalled and shown as for one operative.

APPENDIX B.

GENERAL WAGE CENSUS, 1934-35

Labour Office

Government of Bombay

PART I—COVERING ALL PERENNIAL FACTORIES IN THE BOMBAY PRESIDENCY (EXCLUDING SIND) FOR MAY 1934

GENERAL QUESTIONNAIRE

regarding

NUMBERS EMPLOYED, HOURS OF WORK, CONDITIONS OF LABOUR AND WELFARE ACTIVITIES

FORM RETURNABLE TO THE COMMISSIONER OF LABOUR, SECRETARIAT, BOMBAY

*Name of Concern*_____

*Town*_____

*District*_____

*Industry Group*_____

BOMBAY
PRINTED AT THE GOVERNMENT CENTRAL PRESS
1934

Questions.

Answers.

A. NUMBERS EMPLOYED.

Please fill in the table opposite regarding total numbers of staff and workers employed on 1st May 1934 for all shifts.

(In centres and factories for which a different month is to be taken for the purposes of the census, the figures should relate to the month for which the census forms are filled in.)

	Number employed.
Officers	
Clerks (the whole clerical establishment).	
Workpeople :—	
Men .. { On Time Rates ..	
{ On Piece Rates ..	
Women .. { On Time Rates ..	
{ On Piece Rates ..	
Children or Half-Timers	

B. LABOUR TURNOVER.

1. What was the total number of permanent hands who left your factory during May 1934 either of their own choice or on account of retirement or dismissal ?

(Workers who proceeded on leave should not be included in the above figures.)

2. What was the total number of substitutes or *badlis* employed during the month of May 1934 in place of workers absent temporarily ?

(One *badli* should not be counted twice.)

C. RECRUITMENT OF LABOUR.

1. Do you recruit your labour—
   (*a*) through a special officer ?
   (*b*) through Mukkadams, Jobbers or Foremen ? or
   (*c*) through any other agency ?

D. PERIODS AND METHODS OF WAGE PAYMENT.

1. What is the normal period of wage payments in your factory ; i.e., are wages paid monthly, bi-monthly (for periods from the 1st of a calendar month to the 15th and from the 16th to the end of the month), weekly, or for periods of 8, 14, 16, 28 or 35 days ? In each case please specify the number of workers in each pay period and the number of days elapsing between the end of the wage period and the date of payment.

2. Where the month is the normal pay period do you adopt the English calendar month, the Hindu month or a month which is not a calendar month, e.g., a month beginning from the 25th of one month and ending on the 24th of the next month ?

3. Do you grant advances to your workmen against wages ; and, if so, what rates of interest, if any, do you charge on these advances ?

4. Please describe, in brief, the principles which you follow in fixing wage rates ; i.e., are the rates you pay merely dependent on demand and supply of the type of labour required or are your rates fixed rates ?

Pay period.	Number of workers.	Number of days elapsing between completion of pay period and payment of wages.

Questions. *Answers.*

5. In all cases where rates are fixed, both for time rates and for piece rates of wages, please specify the increases or decreases which have been effected in these rates since 1914; and, in cases, where factories have been started since 1914, the increases or decreases in the rates since the starting of the factory.

6. Are rates of wages in your factory consolidated rates or do you have basic rates *plus* War, Dearness, *Moghwari* or Grain allowances? In the latter case please give exact details of these additions and the conditions under which these additions can be earned.

7. Do you give bonuses, in addition to rates, for (*a*) good work; (*b*) good attendance; or (*c*) for any other purpose? In each case please specify the amounts of these bonuses and the conditions under which they can be earned.

8. In cases where rates are not hourly rates or daily rates, please describe the method adopted in calculating wages. For example, in cases where you have monthly time rates, say Rs. 27 a month, are the earnings for numbers of days worked calculated on the basis of working days in the month or all the days in the month including Sundays and holidays? In the latter case what are the conditions attached to pay being allowed for Sundays and holidays?

Note.—The daily rate of pay in a 31-day month with 27 working days for a worker on Rs. 27 per month would be Re. 1 per day if the rate is calculated on the basis of working days and about 14 annas a day if the rate is calculated on the basis of number of days in a month. If pay for Sundays is not given in the latter case to workmen who are absent for any one or more days in a week or on a Saturday a worker who is absent for one day loses Rs. 1-12-0 for two days' wages at 14 annas a day whereas in the former case he only loses Re. 1.

E. HOURS OF WORK AND SHIFTS.

1. How many shifts do you work in your factory?

2. Please specify the exact times of work or hours of work and rest intervals for each shift, separately for the clerical establishment and for each group of workmen,—men and women,—and for the mechanical department where hours of work are different to those for process operatives. Where hours of work are different on Saturdays please give exact details.

Questions.	*Answers.*
3. Which is the normal closing day in the week for your factory ?	
4. If your factory is a continuous process factory what arrangements are made for granting rest days and at what intervals are these rest days given ?	
5. What is the method which you adopt in calculating overtime ; i.e., is overtime calculated on the basis of daily hours, weekly hours or monthly hours ? Please specify the departments or groups of workmen who are regularly called upon to work overtime ; and in each case please give the rates of overtime allowances granted.	
6. If possible, please give the numbers of workers who were called upon to work overtime during the month of May 1934 and the aggregate number of overtime hours worked by them.	
7. Have you any system of granting leave to your workers with or without pay ? If any definite rules are laid down please attach a copy of these rules. If no rules have been made please describe the system adopted for granting leave.	

F. FINES AND PENALTIES.

1. Have you laid down any definite rules regarding conduct ? If so, please attach a copy of these rules.	
2. Where standing orders or rules have been framed what measures are taken to bring these rules to the notice of the workers employed ?	
3. Do you fine your workpeople ? If so, have you laid down any limits beyond which the workers should not be fined.	
4. Please give the number of cases in which fines were inflicted during the month of May 1934, and the aggregate amount of such fines.	
5. How is unauthorised absence dealt with ?	
6. How do you deal with late attendance and what is the method you follow in reckoning wages for partial attendance ?	
7. Do you have the *double khadda* system in your factory, i.e., are workers called upon to forfeit two days' wages for each day's unauthorised absence ?	

Questions. *Answers.*

8. Do you hand over damaged material to your workers and deduct the cost of such material from the workers' wages? If so, is the deduction made at manufacturing cost or selling price?

9. In what manner are fines utilised? Have you a special fines fund; and, if so, what use is the fund put to?

G. FIRST AID AND MEDICAL.

1. What measures have been taken in your factory to provide first aid in case of accidents and injuries?

2. Have you a hospital or a dispensary attached to your factory; and, if so, what arrangements have you made for medical attendance?

3. Are any deductions made from the workers' wages for medical aid? If so, please specify the amounts of these deductions.

H. HOUSING.

1. Have you made any arrangements for the housing of your employees? Please give brief details of the arrangements made separately for Officers, Clerks, Watchmen and Workers.

2. Where housing is provided, please give the number of tenements provided and the rents charged for each class of tenements; and please also state whether the rents charged are economic rents or rents below economic value.

3. Are any special house rent and/or travelling allowances granted in cases where housing is not provided? If so, please give exact details.

I. EDUCATIONAL FACILITIES.

1. Have you made any arrangements for providing vocational training to your workers? If so, please describe them in full.

2. Have you established any schools for—

(*a*) your operatives and/or
(*b*) the workers' children?

If so, please give full details and the average numbers attending the classes provided.

Questions. *Answers.*

J. RECREATION.

1. Have you provided any facilities for recreation for your staff and workers ? In each case please give full details.

K. CRECHE, REST ROOMS AND DINING SHEDS.

1. Have you established a creche in your factory for the children of your female employees ? If so, please state the number of nurses and ayahs provided and the arrangements made for feeding the children kept in them.

2. Have you provided any canteens for refreshments, rest shelters or dining rooms for your workers ? If so, please give details.

L. INSURANCE AND FINANCIAL AID.

1. Have you established any system of sickness insurance in your factory ? If so, please give details and attach a copy of the rules framed, if any.

2. Have you established a Provident Fund or Funds for the benefit of your superior and clerical staffs and/or your workers ? If so, please give details as to the contributions to be made by the workers and the employers, the rates of interest allowed and the arrangements made for the security of such Funds.

3. Have any Co-operative Societies been established for the benefit of your workers ? If so please state whether these societies have been formed and are controlled by the employers, the workers or by representatives of both the employers and the workers.

4. Have you any system of paying gratuities to your workers after specified periods of service ? If so, please give full details.

M. TRADE UNIONISM AND WORKS COMMITTEES.

1. Have your workers formed a Trade Union ? If so, what percentage of your workers are members of such a union ?

2. Do you recognise unions of your workers ? If not, please state the reasons why recognition is not accorded ?

3. Have you any standing arrangements with unions of your workers for the representation of their grievances and for their discussion ?

Questions. *Answers.*

M. TRADE UNIONISM AND WORKS COMMITTEES—contd.

4. Have you established any Works Committees in your factory? If so, please give full details regarding the representation of the employers and the workers, the extent or scope of the discussions permitted; and please also state the extent of the success which such Committees have met with.

5. In all cases where the workers are not organised, what arrangements, if any, have been made to provide facilities for your workers to represent their complaints or grievances?

6. Is there any organisation of the employers in your Industry? If so, please state whether you are members of such an organisation or association.

APPENDIX C.

Standard List of Occupations.

Notes and Instructions on the use of the lists of Standardized occupations.

The term "Occupation" in the wage census forms and in these lists means the correct designation or trade name of each category of workmen employed. Thus, "Fitters", "Welders", "Carpenters", etc., are occupations. The term "occupation" does not apply to the location of a factory or to the business of the factory concerned.

The principal object underlying the preparation of these lists of standardized occupations is to secure the universal use, by all factory managements, of uniform terms for designating various occupations and trades in all factory industries. The lists have been prepared in consultation with experts in each industry and, as far as possible, the proper English technical terms have been adopted. Every perennial factory in the Bombay Presidency has been visited and the terms which have been adopted have been discussed with the managements after a proper examination of the type of work done. In all cases where the standardized terms were not found to be in use instructions were given for re-designation on the lines of the standard lists. **But, in spite of this, all factory managements are earnestly requested to examine the lists very carefully and to designate particular groups of workpeople according to the terms used in these lists. In all cases where terms are provided for designating groups of workpeople, these terms should be used in filling up the census forms.**

In order to avoid reduplication in the lists of terms for occupations, which are common to all factories, e.g. oilmen, firemen, engine drivers, carpenters, fitters, coolies or unskilled labourers, etc. and for members of supervisory and clerical staffs, the terms for designating such occupations have been included in the lists only once in the first group of occupations for the "Engineering and Metal Trades including Electricity and Gas Generating and Refrigeration Plants, Stone Crushing Plants, Saw Mills, Ordnance and Ammunition Factories and Water Pumping Stations *and* **occupations common to all factories".** There are large groups of concerns which, strictly speaking, do not fall under this industry group; but which, at the same time, employ no workmen whose correct occupational designations fall outside the list for this group Such concerns have therefore been classified in the broad Engineering and Metal, etc. group. When using these standardized lists of occupations, therefore, individual concerns are requested to carefully examine this group in addition to the specific group of occupations covering their own particular type of plant for all occupations in the "Supervision", "Clerical", "General", "Maintenance" and "Mechanic" Departments. If they do not find a specific group of occupations for their own particular industry, all the occupations in their plants will be found in the first group.

As every endeavour has been made to provide suitable designations for all industrial occupations in the Bombay Presidency, **the Commissioner of Labour particularly requests that no individual unit or concern should use any term which is not to be found in the standard lists.** All unskilled labourers who are not looking after specific machines and who have no technical skill of processes and who are doing work of a type which can be done equally efficiently by other inexperienced workers should be classified as coolies. Coolies in mechanics departments and trained lifters should be classed as Mechanics' Coolies or Nawghanies. Two occupations, namely, (1) Fitters; and (2) Turners have been divided into three classes:—A. Special; B. Superior; and C. Ordinary according to their daily or monthly rates of pay. Several other occupations, namely, Boilermakers, Painters, Carpenters, Moulders, Locksmiths, Motor Mechanics, Switch Board Attendants, Wiremen, Turbine Operators, Electrical Fitters, Daughtsmen, etc. have also been divided into "Superior" and "Ordinary" in the same manner but the rates of pay dividing one grade from another vary in certain cases. In all cases where occupations have been graded into "Superior" or "Ordinary", please examine the dividing margins for rates of pay very carefully and grade the workmen into two or more classes according to their rates of pay on 1st May 1934. **In all cases separate forms must be used for each different grade.**

No grading has been done for officers and persons in supervisory posts. All heads of establishments should be included under the first heading of "Managers and Works Managers". This group will be averaged into classes according to rates of pay to be determined later. Mechanical Engineers and Electrical Engineers should be shown separately but if an Engineer is both Mechanical and Electrical he should be shown under "Mechanical and Electrical Engineers". A designation for a Maistry is provided for

each of the more important Engineering occupations; thus, Boilermaker Maistries, Fitter Maistries, Turner Maistries, Carpenter Maistries, etc. But if any particular Maistry is not specifically provided for he should be shown under "General Maistries" together with Maistries looking after the work of two or more types of workmen. The term "Chargemen" is to be given to the technician who is between a Foreman or Assistant Foreman and a Maistry.

Notes on particular occupations have been added where necessary in order to clarify specific meanings. In many cases short descriptive notes have also been added: but in entering up an occupation in the forms for the wage census, no entries should be made of the matter within the brackets after each occupation; for example, in the case of "Superior Fitters (persons earning Rs. 2 per day or Rs. 54 per month or over up to the limits specified for Special Fitters)" please enter "Superior Fitters" only.

Except for the provision of a few specific occupations for women such as "Naikins (women Muccadams)", "Nurses (including Creche Nurses)" and "Creche Ayahs" none of the other occupations included in these lists have been divided into men or women or children (half timers). Women and children are employed in several occupations and wherever they are employed, pink forms should be used for women and yellow forms for children. Thus, if "Single Siders" in Cotton Mills are entered on a particular form the use of a white form will show that the operatives concerned are men whereas the use of a pink form will show that the entries on the form are in respect of women. Similar remarks apply to operatives on time and piece rates of wages. Payments of wages on piece rates are almost universally adopted in the frame and the weaving departments of Textile Mills. If operatives are paid on time rates of wages, white forms should be used for men and pink forms for women. On the other hand if operatives are paid on piece rates, blue forms should be used for men and green forms for women. No further entries need be made on the forms in respect of age or sex groups or methods of payment. (Time rates are fixed rates per hour, day, fortnight, month or any other period as the case may be. Piece rates are rates per unit of production. Thus, Rs. 25 per month, Rs. 15 per *hapta*, Rs. 2–4–0 per day, five annas and six pies per hour are all time rates. Rates of two annas per lb. or yard of cloth produced or an anna for filling one hundred match boxes are piece rates. Task rates, i.e., a combination of time and piece rates, should be treated as piece rates.)

There are certain occupations which are to be found in several departments of a big plant or factory; e.g., Oilmen, Carpenters, Fitters, Coolies, etc. Separate census forms should not be used for different groups of workers in each of these occupations in different departments but workpeople in all common occupations should be brought together and entered up on one form or set of forms. **Separate forms or sets of forms must, however, be used for each occupation.**

The Commissioner of Labour realises that there are several occupations, especially in the smaller factories, which are interchangeable and that one group of workpeople might be called upon to do the work of any other group. But, all factory managements are requested, as far as possible, to classify their workers under as many specified occupations as possible. For example, the tendency in Printing Presses would be to include all workmen in the Binding Department as Binders. This may be done where there are one or two binders only. But if there are four or more "Binders", they should be sorted out and classified as Binders, Cutters, Hand and Machine Stitchers, etc.

ENGINEERING AND METAL TRADES INCLUDING ELECTRICITY AND GAS GENERATING AND REFRIGERATION PLANTS, STONE CRUSHING PLANTS, SAW MILLS, ORDNANCE AND AMMUNITION FACTORIES, WATER PUMPING STATIONS AND OCCUPATIONS COMMON TO ALL FACTORIES.

*Managers and Works Managers (including Works' Superintendents and Superintending Foremen).
*Assistant Managers.
*Mechanical Engineers (including Civil Engineers).
*Electrical Engineers.
*Mechanical and Electrical Engineers.
*Marine Engineers.
*Sanitary Engineers (including Licensed Plumbers).
*Assistant Engineers (Steam, Electrical, Mechanical and Marine).
*Medical Officers (full time).
*Labour Officers (including Welfare Supervisors).
*Covenanted Assistants (Official Rank).
*Uncovenanted Assistants (Official Rank).
*Salesmen and Canvassers (only salaried employees).
*Chemists and Assayers.
*Assistant Chemists and Assayers.
*Laboratory Assistants.
*Foremen (including Storeholders). (Please say whether covenanted or non-covenanted.)
*Assistant Foremen (including Supervisors and Assistant Storeholders). (Please say whether covenanted or non-covenanted.)
Chargemen (all Departments except Shift Chargemen in Electricity Generating Plants).
*Mechanical Inspectors (including Examiners in Ammunition Factories).
Gaugers.
*Electrical Inspectors.
*Sanitary Inspectors.
Gantrymen.
Steam Engine Drivers.
Oil Engine Drivers.
Gas Engine Drivers.
Engine Lighters (in Loco Workshops and Sheds).
Boiler Attendants, 1st Class.
Boiler Attendants, 2nd Class.
Engine, Boiler and Machine Cleaners (including Pump, Train, Pit and Tube Cleaners and Washoutmen).
Firemen (including Sarangs and Augwallas).
Stokers and Gunners.
Valvemen (including Sluice, Valve or Gate Regulators).
Pumpmen and Filterman (including Pump Drivers and Syphon Attendants).
Air Compressor Operators.
Cooling and Refrigeration Plant Attendants.
Sprinklers.
Water Softeners.
Dollymen.
Oilmen (including Oilers from all Departments).
Ropemen (including Rope Splicers, Banders and Beltmen).
Gas Makers and Chargers.
Electric Motormen.
Superior Turbine Drivers (including Plant Attendants—men drawing Rs. 6 per day or Rs. 160 per month and *over*).
Ordinary Turbine Drivers (men drawing *under* Rs. 6 per day or Rs. 160 per month).
Shift Chargemen (including operators and Shift Assistants).
Stokers (in Electricity Generating Plants).
Turbine Cleaners.
Superior Switchboard Attendants (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Ordinary Switchboard Attendants (men drawing *under* Rs. 4 per day or Rs. 110 per month).
Cable Jointers.
Superior Armature Winders (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Armature Winders (men drawing *under* Rs. 2 per day or Rs. 54 per month).
All-Round Electricians.
Superior Wiremen (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
(The term "Wiremen" includes Coil Makers, Commutator Builders Controllers and Testers.)
Ordinary Wiremen (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Electrical Fitter Maistries.
Superior Electrical Fitters (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Electrical Fitters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Plate Pasters (in the manufacture of accumulators).
Accumulator Assemblers.
Battery Chargers (including Battery hands).
Assemblers or Erectors (in Engineering Plants including Millwrights).
Dismantlers (in Engineering Plants).
Markers (marking structural sections).
Asphalt Plant Operators.
Asphaltmen (including Mixers).

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* This occupation will be dealt with in the report on "Salaries and conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Province of Bombay".

ENGINEERING AND METAL TRADES, ETC.—(contd.)

Boilermaker Maistries.
Superior Boilermakers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Boilermakers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Brickarchmen.
Steam and Electric Crane Drivers.
Assistant Cranemen and Slingers.
Hydraulic Crane Drivers.
Hoistmen.
Truckmen (including Trolleymen).
General Maistries (including Supervisors).
*Superior Draughtsmen (men drawing Rs. 3 per day or Rs. 80 per month and *over*).
*Ordinary Draughtsmen (men drawing *under* Rs. 3 per day or Rs. 80 per month).
*Tracers.
Patternmaker Maistries.
Patternmakers.
Moulding Maistries.
Furnacemen (including Smelters).
Superior Moulders (including Cupolamen and Core Makers—men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Moulders (including Cupolamen and Core Makers but drawing *under* Rs. 2 per day or Rs. 54 per month).
Chippers (including Pneumatic Chippers).
Die Casters and Hot Stampers (including Die Lappers and Die Setters).
Dross Washers.
Turner Maistries.
(*N.B.*—The term "Turner" applies to the following types of Machinists in Engineering plants:—Lathemen, Milling, Planing, Shaping, Slotting, Capstan, Beam Bending, Punch and Shearing, Filling, Screwing, Hacksaw, etc., Machinemen but not Drillers.)
Special Turners (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Superior Turners (men drawing Rs. 2 per day or Rs. 54 per month and *over* up to the limits specified for Special Turners).
Ordinary Turners (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Drillers (including Pneumatic Drillers and Radial Drilling Machinemen).
Welding Maistries.
Welders (Electric and Oxy-acetylene—including Galvaniser and Tube Welders)
Lead Burners.
Seaming Machine Attendants (including Seam Formers).
Hydraulic Testers.
Faucetors or Socketers.
Pipe Truers.
Plate Cutters (Heavy Metal Work).
Plate Rollers (Heavy Metal Work).
Hydraulic Pressmen (Heavy Metal Work).
Chairing Machine Attendants.
Shipwrights.
Straighteners.
Rotary and Beam Enders.
Rivet, Bolt and Nut Makers (including Machinists).
Rivetter Maistries.
Rivetters (including Iron Caulkers).
Rivet Heaters and Holders (including Rivet Boys and Holders-up).
Template Makers.
Gunsmiths.
Temperors (including Toolsmiths and Tool Hardeners).
Tool Grinders (including Saw Sharpeners).
Cutlers.
Engravers (including Electric Engravers).
Electroplaters and Gilders.
Emerymen.
Blacksmith Maitries.
Superior Blacksmiths (men earning Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Blacksmiths (men earning *under* Rs. 2 per day or Rs. 54 per month).
Hammermen or Strikers (including Power Hammermen and Bellowmen).
Wire Drawers.
Wire Cleaners.
Wire Polishing Machinemen.
Wire Annealers.
Wire Nail Makers.
Goldsmiths.
Silversmiths.
Tinsmith and Coppersmith Maistries.
Tinsmiths.
Tin Making Machine Men (including filling, drilling, milling, shaping, planing, body cutting, trimming, hemming, panel and horn pressing, top and bottom pressing, squeezing, rolling, capping, clipping, handling and lid cutter placing machinemen).
Solderers (incuding Soldermen and Soldermakers).
Coppersmiths.
Tin Seamers and Exhausters.
Mineral Oil Pumping Maistries.
Mineral Oil Fillers (including Cart, Lorry and Wagaon Fillers and Petrol Pump Attendants).
Testers.
Braziers (including Brass Finishers).
Fitter Maistries.
Special Fitters (men drawing Rs. 4 per day or Rs. 110 per month and *over*).
Superior Fitters (men drawing Rs. 2 per day or Rs. 54 per month and *over* up to the limits specified for Special Fitters).

* This occupation will be dealt with in the report on "Salaries and conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Province of Bombay."

ENGINEERING AND METAL TRADES, ETC.—(contd.)

Ordinary Fitters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Fettlers.
Superior Instrument Mechanics (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Instrument Mechanics (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Motor Mechanic Maistries.
Superior Motor Mechanics (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Motor Mechanics (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Tyremen (men who fit tyres, inflate and repair inner tubes).
Motor and Lorry Drivers.
Motor Cleaners.
Glaziers and Lens Surfacers.
Glass Cutters and Grinders.
Springsmiths.
Locksmith Maistries.
Superior Locksmiths (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Locksmiths (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Watch and Clock Makers and Repairers.
Processmen (in Refineries).
Metal Stampers (Hand and Machine).
Metal Pressmen (Hand and Machine).
Metal Cutters (Hand and Machine).
Metal Trimmers, Rollers and Beaders.
Metal Ware Fitters.
Annealers.
Metal Spinners.
Frosters (including Cleaners).
Metal Polishers (Buff and Lathe).
Metal Filers.
Superior Danger Building Workers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Danger Building Workers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Charges Blackening Men.
Cartridge and Bullet Making Machine Attendants.
Coin Ringers and Examiners.
Painter Maistries.
Superior Painters (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Painters (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Letterers (including Writers and Liners).
Superior Armourers (men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Armourers (men drawing *under* Rs. 2 per day or Rs. 54 per month).
Concrete Moulders.
Concrete Reinforcers.
Concrete Assemblers.
Concrete Dismantlers.
Maturing Tank Attendants.
Concrete Pipe Testers.
Stone Crushing Plant Attendants.
*Train Examiners.
Engine Examiners.
Progressmen.
Shunting Masters.
Shunting Drivers (including Shunters).
Turntablemen.
Pointsmen (including Couplingmen).
Wheel Tappers.
Call Boys.
Timber Markers.
Cabinet Makers and Body and Boat Builders (special carpenters employed on highly skilled work).
Wheelwrights (including Wheelers).
Axle packers.
Carpenter Maistries (including Sawyer Maistries).
Superior Carpenters (including Ship Joiners—men drawing Rs. 2 per day or Rs. 54 per month and *over*).
Ordinary Carpenters (including Ship Joiners—men drawing *under* Rs. 2 per day or Rs. 54 per month).
Wood Working Machinists (including Turners and Wood Planing Machine Attendants).
Wood Carvers.
Wood Caulkers.
Sawyers (including both hand and machine Sawmen and Cut Cross Sawmen).
Saw Bench Attendants.
Polishers (including French Polishers and Varnishers).
Brush Makers.
Coopers.
Upholsterers (including Trimmers).
Canemen.
Sail Makers.
Riggers.
Superior Tailors (including Tent Makers, and Repairs—men drawing Rs. 2 per day or Rs. 54 per month and over).
Ordinary Tailors (including Tent Makers and Repairers but men drawing *under* Rs. 2 per day or Rs. 54 per month).
Vulcanizers.
Plumbers (non-licensed).
Masons (including Bricklayers).
Tile Turners.
Saddlers.
Mochis or Cobblers.
Measurers.
Weighmen (including Scalemen).
Stencil cutters.
Packers, Wrappers and Labellers (including Number Markers, Stencillers,

* This occupation will be dealt with in the report on "Salaries and conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Province of Bombay."

ENGINEERING AND METAL TRADES, ETC.—(concld.)

Baling Markers and Stampers).
Superior Apprentices (men being trained for higher jobs).
Ordinary Apprentices (learners for definite trades—all occupations).
Muccadams (Headmen of gangs of unskilled labourers and coolies *and who have no knowledge of technical processes*).
Naikins (women Muccadams).
Nawghanies (Trained Lifters and Carriage Lifters including Tindals, Lascars, Khalasis and Slingers).
Mechanics' Coolies.
Coolies (ordinary unskilled labourers) (The term "Coolies" includes Coal Coolies, Patiwallas, Toplawallas, basket-coolies, operatives in the Mixing and Waste Departments of Textile Mills; and, speaking generally, all unskilled labourers who are not asked to attend to machines).
*Secretaries.
*Assistant Secretaries.
*Office Superintendents (Non-official posts carrying a salary of over Rs. 300 per month).
*Accountants (including Deputy Accountants).
*Book-keepers.
*Cashiers.
*Head Clerks (men drawing Rs. 150 per month and over).
*Senior Clerks (men drawing Rs. 90 to Rs. 150 per month).
*Filing and Dspatch Clerks.
*Other Clerks (including both office, factory, and shop clerks).
*Bill Collectors.
*Stenographers.
*Typists.
*Telephone Operators.
*Head Time-keepers.
*Time-keepers.
Time Checkers (in Departments—persons who are checking production and not ordinary Time-keepers).
Ticket Boys (including Ticket Sorters).
*Estate and Building Supervisors.
*Head Store-keepers.
*Store-keepers (including Tallymen, Store Supervisors, Chasers and Checkers).
Gunny Bag Sewers (including Repairers).
Warehousemen (coolies working in godowns including Stores Issuers).
*Teachers (School Masters and School Mistresses).
Watermen (for supplying water to factory and office staffs).
*Naiks (headmen of batches of office peons).
*Peons (including Messengers and Runners).
*Barbers.
*Syces.
Cartmen.
*Cooks (including Khansammas).
*Butlers (including Table Boys and Khitmagars).
*Bearers (including Hamals).
*Nurses (including Creche Nurses).
*Creche Ayahs.
*Compounders.
*Dispensary and Ward Boys.
Fire Brigade Men.
*Gatekeepers (superior clercial type).
Jamadars (Headmen of batches of Watchmen).
Watchmen (including Chowkidars).
*Malis.
Machine Laundry-men.
Washermen (including Dhobies).
Lampmen.
Chokras or Odd Jobs Boys (half timers only).
Sweepers (including Halalkhores and Bhangis).

* This occupation will be dealt with in the report on "Salaries and conditions of Employment of Supervisory and Clerical Staffs in Perennial Factories in the Province of Bombay."

MANUFACTURE OF OILS, PAINTS AND SOAPS INCLUDING VEGETABLE PRODUCTS.

Groundnut and Seed Cleaners.
Decorticating Machinemen (including Screeners).
Kettle Attendants.
Rotary Men.
Expeller Attendants (including Expeller Feeders).
Key Men (Operating Hydraulic Presses).
Hydraulic Press Attendants (including Hand Pressmen).
Moulding Machinemen (Oil Cake Manufacture).
Mould Cutters (Oil Cake Manufacture).
Soap Moulders.
Cutting Machine Attendants (including Cake Shavers, Chippers and Cleaners)
Soap Driers (including Drying Room Attendants).
Edge Runner Attendants (including End Runner Attendants).
Rollermen.
Oil Boilermen (including Boiled Oil Pans Attendants).
Filtermen.
Varnish Kettle Attendants.
Oil Refinery Plant Operators.
Oil Refinery Plant Attendants (including Deodorising, Autoclav and Neutralising Plant Attendants).
Soap Kettle Attendants (including Solution Men and Crutchermen).
Milling Machinemen.
Plodding Machinemen.
Soap Stampers.
Chipping Machine Attendants.
Powder Mixers and Sievers.

MATCH MANUFACTURING INCLUDING FIREWORKS.

Departmental Masters.
Departmental Assistant Masters.
Departmental Foremen.
Boiling Tank Attendants.
Machine Sawyers (Cross Cut Sawmen).
Saw Bench Attendants (Cross Cut Helpers).
Unbarkers (including Wood Peelers).
Splint Peeling Machine Attendants.
Veneer Peeling Machine Attendants.
Peeling Machine Helpers.
Splint Chopping Machine Attendants.
Veneer Chopping Machine Attendants (including Veneer Scoring Machine Attendants).
Chopping Machine Helpers (including Veneer Scoring Machine Helpers).
Veneer Piling Hands.
Splint and Veneer Arrangers.
Wire Frame Filling Machine Helpers.
Wire Machine Cutters.
Dipping Machine Attendants.
Hand Dippers.
Paraffin Machine Attendants.
Frame Emptying Machine Attendants.
Stick Turning Machine Attendants.
Stick Arrangers
Cleaning Machine Attendants.
Hand Cleaners.
Box Filling Machine Attendants.
Impregnating Men.
Splint Dryers.
Dyers.
Sieving Machine Attendants.
Levelling Machine Attendants.
Box Making Machine Attendants.
Box Making Machine Helpers.
Paste Makers.
Hand Paper Cutters.
Box Dryer Attendants.
Box Labelling Machine Attendants.
Box Labelling Machine Helpers.
Box Checkers (Empty and Filled).
Continuous Machine Attendants.
Continuous Machine Helpers.
Composition Men (including Chemical Men).
Frame Filling Machine Attendants.
Wire Frame Filling Machine Attendants.
Box Filling Machine Helpers.
Hand Box Fillers.
Friction Machine Attendants (Painting).
Friction Machine Helpers.
Hand Friction Painters (including Side Painters).
Packeting Machine Attendants.
Packeting Machine Helpers.
Wrappers, Packers and Labellers (including Machine and Hand Labellers).

RUBBER, CREPE AND LEATHER MANUFACTURING AND TANNING AND LEATHER AND RUBBER GOODS.

Foremen (including Tannery Assistants).
Lime Yard Attendants (including Lime Workers).
Unhairers.
Fleshers (including Beamsmen and Knifers).
Scudders.
Bark Tanners (pit workers).
Chrome Tanners (pit workers).
Fluffers.
Oilers-off.
Nailers-on.
Saw-dusters.
Glazing Machine Attendants (including Finishers).
Leather Cleaners (including Clearers).
Rolling and Embossing Machinemen (including Printers, Lettering Machinemen, Platers, Ironers and Steamers).
Table Hands (including Handlers and Hand Boarders).
Measuring Machine Attendants.
Spray Oilers.
Washers' Plasterers (including Washer Assemblers and Plastermen).
Washers' Cutting Machinemen.
Washers' Stitching Machinemen.
Buffer Assemblers.
Buffer Stitchers.
Drum Attendants (including Chrome Tanners, Picklers, Neutralisers, Reducers and Dyers).
Splitting Machine Attendants.
Shaving Machine Attendants.
Setting Machine Attendants (including Putting and Letting out Machinemen).
Stakers.
Buffer Finishers.
Buffer Pressing Machinemen.
Buffer Drillers.
Belting Makers.
Lace Cutters (including Trimmers).
Bark Dryers.
Hide Seasoners.
Hide Nailers.
Curriers.
Colour Men.
Crepe and Ruber Rollers.
Rubber Pressing Machinemen.
Rubber Heel Stickers.
Crepe and Rubber Sole Cutters.
Canvas Shoe Stitchers.
Canvas and Rubber Shoe Plasterers
Vulcanisers.
Painting Men.
Packers, Wrappers and Labellers.

SUGAR MANUFACTURING.

Cane Carrier Loaders.
Crushing Mill Attendants.
Crushing Mill Helpers.
Sulphur Stove Attendants.
Lime Cream Mixers.
Titrationmen (including Juice Testers).
Juice Heater Attendants.
Eliminator Attendants.
Bag Filter Attendants.
Subsider Attendants.
Mud Tank Attendants.
Press Filtermen.
Evaporatormen or Triplemen.
Vacuum Panmen and Sugar Boilers.
Vacuum Panmen Helpers.
Crystalliser Attendants.
Centrifugal Machine Operators.
Sugar Driers.
Bagasse Feeders.

CHEMICAL AND PHARMACEUTICAL INCLUDING HEAVY CHEMICALS.

Herb Cutters and Sorters.
Disintegrators and Decorticators.
Grinding Machine Attendants.
Edge Runners (including End Runners).
Mortar and Pestle Men.
Hand and Machine Sievers (including Screeners).
Hand and Machine Mixers and Pulverisers.
Tablet and Pill Making Machinemen.
Coating Pan Attendants.
Rotary Oil Extractors.
Hydraulic Oil Extractors.
Vat Attendants.
Filtermen.
Bandage Cutting, Rolling and Pressing Machinemen.
Furnacemen.
Sulphur Burnermen.
Tower men (including Chambermen—Manufacture of Acids).
Cascademen (Manufacture of Acids).
Processmen (Manufacture of Salts and heavy Chemicals).
Lead Burners.
Ointment Makers.
Bottle and Jar Fillers.
(For Chemists, Laboratory Assistants, wrappers, packers, labellers, etc., please refer to the General List for Engineering and Metal Trades, etc.)

AERATED WATER MANUFACTURING.

Foremen.
Syrup Makers.
Hand Syrup Fillers.
Bottle Washing Machine Attendants.
Filling Machinemen.
Labelling Machinemen.
Hand Labellers.
(For Cartmen, Motor and Lorry Drivers, Basket Carriers, etc., please see General List for Engineering and Metal Trades, etc.)

GLASS MANUFACTURING.

Head Foremen.
Foremen.
Mixers.
Furnacemen and Kilnmen.
Gatherers (including *Molten Glass Rollers* Bulk Gatherers, *Leer Firemen* and Bubblers).
Blowers.
Grinders (including Chippers).
Spiral Stringers.
Spiral Stringers' Helpers.
Spiral Cutters (including Glass Cutters).
Counters.
Glass Welders or Joiners.
Cleaners and Bunchers.
Glass Decorators and Painters (including Bangle Decorators).
Sorters.
Muffle Furnacemen (including Fire Polishers).
Potters.
Pot Makers.
Paper Box Makers (including Pasters).
Packers, Wrappers and Labellers.

TOBACCO AND CIGARETTE MANUFACTURING.

Leaf Handlers and Strippers.
Leaf Blenders.
Leaf Cutters and Driers (including Roasters, Steamers and Coolers).
Cigarette Making Machine Operators.
Tobacco Feeders and Cigarette Sorters and Sifters.
Drying Room Attendants.
Hand Cigarette Makers.
(For occupations in Tin Making, Soldering, Seaming and Exhausting and Packing, Wrapping and Labelling please see General List for Engineering and Metal Trades, etc.)

FLOUR AND RICE MILLS INCLUDING SPICE MILLS.

Millers.
Overseers.
Bakers.
Washermen.
Whizzermen.
Dryermen.
Cleaners.
Rollermen.
Power Grinding Machinemen.
Purifiermen.
Plansiftermen.
Silkmen.
Sievemen (including Sieving Machine Attendants).
Bran Packers.
Husking Machine Attendants.
Polishing Machine Attendants.
Dal Making Machine Attendants.

PAPER MANUFACTURING.

Head Jobbers.
Jobbers.
Waste Paper and Paper Sorters (including Rag Sorters).
Beater Attendants.
Sizers.
Rag Boiler Attendants.
Kneader Attendants.
Chopper Attendants.
Rosin Boilers.
Paper Making Machine Attendants.
Paper Making Machine Helpers.
Finishers.
Pressmen.
Cutters.
Counters.
Binders.
Ruling Machinemen.
Felt Washers.

DAIRYING, BISCUIT AND SWEET MANUFACTURING INCLUDING COFFEE ROASTING AND GRINDING.

Foremen.
Milk Inspectors.
Pump Attendants.
Can Washers and Cleaners.
Churnmen (including Hand Churners).
Cream Strainers.
Separator Attendants.
Workers or Rollermen.
Vat Attendants.
Casein Makers.
Fillers.
Mixing or Kneading Machine Attendants (Biscuit and Sweet Manufacturing).
Rolling Machine Attendants.
Cutting Machine Attendants.
Oven Attendants (including Bakers).
Tray Men.
Grinding Machinemen.
Cooking Machine Attendants (including Sugar and Syrup Boilers).
Pan Attendants.
Drops Roller Machinemen.
Gigant and Frankoma Machinemen (for Satinette Goods).
Compressing Machine Attendants.
Designers.
Packing Machine Attendants.
Coffee Roasting Machinemen.
Coffee Grinding Machinemen.
Coffee Tablets Compressing Machinemen,
(For occupations in Tin Making, Soldering, Seaming and Exhausting and Packing, Wrapping and Labelling please see General List for Engineering and Metal Trades, etc.)

TILES MANUFACTURING.

Foremen.
Grinding Machinemen.
Mixing Machinemen.
Colour Fillers.
Machine Tile Pressers.
Planing Machinemen.
Machine Polishers and Glazers.
Hand Polishers.
Crushing Machine attendants.
Hand and Machine Sievers (including Screeners).
Hand Casters.
Tile Cutters.
Tile Cleaners.
Slice Carriers.
Placers.
Tile Cleaners, Carriers and Stackers.
Wood Choppers.
Clay Puddlers.

POWER LAUNDRIES.

Overseers.
Washing Machinemen.
Hand Washers (including Dhobis).
Hydro Extractor Men.
Shakers.
Calendermen.
Polishing Machinemen.
Ironing Men.
Folders.
Markers.
Checkers.
Packers, Wrappers and Labellers.

DISTILLERIES.

Foremen.
Process Attendants.
Stillmen.
Vat Attendants.
Diffusion Battery Attendants.
Filter House Attendants.

GOLD AND SILVER THREAD INDUSTRY.

Gilting Machinemen.
Winders.
Wrapping Machinemen.
Lace Weavers.
(For occupations in Packing, Wrapping and Labelling, etc., please see General List for Engineering and Metal Trades, etc.).

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